DOCUMENT RESUME

ED 150 399 08 CE 014 684

AUTHOR	Conrad, Rowan W.
TITLE	Summative Evaluation of Mountain-Plains. Volume III.
INSTITUTION	Mountain-Plains Education and Economic Development Program, Inc., Glasgow AFB, Mont.
SPONS AGENCY	National Inst. of Education (DHEW), Washington, D.C.
PUB DATE	Nov 76
CONTRACT	NE-C-00-3-0298
NOTE	660p.; For related documents see CE 014 653-657, 682-684, and ED 110 811 ; Some pages may not reproduce clearly
EDRS PRICE	MF-$1.16 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS	Adult Vocational Education; *Career Education; Child Care; Child Rearing; Counseling Services; Demonstration Programs; *Disadvantaged Groups; Economically Disadvantaged; Educationally Disadvantaged; *Family Programs; Federal Programs; Individual Development; Individualized Programs; *Parent Attitudes; Personality Assessment; *Program Effectiveness; Program Evaluation; Psychological Characteristics; Psychological Studies; Questionnaires; *Residential Programs; Summative Evaluation; Test Validity
IDENTIFIERS	Idaho; Montana; Mountain Plains Program; Nebraska; North Dakota; South Dakota; Wyoming

ABSTRACT

This third document in a three-volume summative evaluation report submitted to the National Institute of Education presents a portion of the internal evaluation conducted by the Mountain-Plains program, a residential, family-based education program developed to improve the economic potential and lifestyle of selected student families in a six-state region. (The three-volume report presents both an overview of the evaluation design and results and a component analysis as well.) This document includes summary research reports in the following areas: psychological characteristics of entering students, program effects and developmental influences, impact on parenting attitudes, criterion validity of the Child Raising Opinion Questionnaire, and factor validity of the Child Raising Opinion Questionnaire. (The other two documents comprising the summative evaluation report are available as CE 014 682 and CE 014 683.) (BM)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED150399

SUMMATIVE EVALUATION
OF
MOUNTAIN-PLAINS
VOLUME III

11/76

U.S. DEPARTMENT OF HEALTH.
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

CE 014 684

A REGIONAL PROGRAM IN
COMPREHENSIVE FAMILY EDUCATION

SUMMATIVE AFFECTIVE ANALYSIS
PART II

COUNSELING SERVICES REPORT NO. 31

PSYCHOLOGICAL CHARACTERISTICS OF ENTERING STUDENTS AS ASSESSED BY THE 16 PERSONALITY FACTOR QUESTIONNAIRE AND THE PERSONAL ORIENTATION INVENTORY

JULY 1976

BOX 3078 GLASGOW AFB, MONTANA 59231

MOUNTAIN-PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

INTRODUCTION TO THE AFFECTIVE REPORT SERIES

Mountain-Plains Research is divided into three broad areas with overlap. These areas are: 1) External Evaluation, 2) Instructional/Curriculum Evaluation, and 3) Affective Evaluation. Each of these areas is further subdivided as the logic of the research tasks within each dictates. This document is one report in the series "Affective Evaluation Reports". The six major series of reports in this research area are:

1. Counseling Services Reports
2. Career Guidance Reports
3. Early Childhood Education Reports
4. Parent Involvement Reports
5. Community Development Reports
6. General (Affective) Reports

Individual reports in each series are currently available from, or in the process of being incorporated into, the ERIC system. By the conclusion of the NIE research cycle, Affective Evaluation Reports will number about 100.

Many reports with affective content and importance are not cataloged under any of the affective report series. Reports which are interactive efforts of various research areas are typically produced independently by title, or if extensive, constitute a report series in and of themselves. The Case Studies Reports (25 reports in 3 volumes) are an example of the latter case.

The reader of individual Mountain-Plains documents should keep in mind that a report takes on full significance only in relation to its report series and the overall research program, and that the reader typically finds frequent reference to earlier reports. While each report is designed to have independent value, such "series dependence" is an inescapable aspect of any systematic program of research, and requires some indulgence on the part of the reader.

SUMMATIVE AFFECTIVE ANALYSIS
PART II

COUNSELING SERVICES REPORT NO. 31

PSYCHOLOGICAL CHARACTERISTICS OF ENTERING STUDENTS AS ASSESSED BY THE 16 PERSONALITY FACTOR QUESTIONNAIRE AND THE PERSONAL ORIENTATION INVENTORY

Author:

Rowan W. Conrad

July 1976

This Study is a Product of the
Research Services Division

David A. Coyle, Director

The work presented in this publication was performed pursuant to Contract NE-C-00-3-0298. The opinions expressed herein do not necessarily reflect the position or policy of the National Institute of Education and no official endorsement by that agency should be inferred.

TABLE OF CONTENTS

Page

- INTRODUCTION 1
- RESULTS AND CONCLUSIONS 3
  - 16PF 3
    - Factor A 3
    - Factor B 3
    - Factor C 3
    - Factor E 4
    - Factor F 4
    - Factor G 4
    - Factor H 4
    - Factor I 5
    - Factor L 5
    - Factor M 5
    - Factor N 5
    - Factor O 5
    - Factor Q_1 6
    - Factor Q_2 6
    - Factor Q_3 6
    - Factor Q_4 6
  - Time Period Analysis 6
  - Among States 8
  - Ethnicity 8
    - Factor B 9
    - Factor C 9
    - Factor E 9
    - Factor F 9
    - Factor G 9
    - Factor H 10
    - Factor Q_1 10
    - Factor Q_2 10
    - Factor Q_4 10
  - POI 10
    - Tc, Time Competence 10
    - I, Inner Directedness 11
    - SAV, Self-Actualizing Value 11
    - Ex, Existentiality 11
    - Fr, Feeling Reactivity 11
    - S, Spontaneity 11
    - Sr, Self-Regard 11
    - Sa, Self-Acceptance 12
    - Nc, Nature of Man 12
    - Sy, Synergy 12
    - A, Acceptance of Aggression 12
    - C, Capacity for Intimate Contact 12
    - Time Period Analysis 13
    - Other Subgroups 13
  - Summary 13
- REFERENCES CITED 88

SUMMATIVE AFFECTIVE ANALYSIS
PART II
COUNSELING SERVICES REPORT NO. 31

PSYCHOLOGICAL CHARACTERISTICS OF ENTERING STUDENTS AS ASSESSED BY THE 16 PERSONALITY FACTOR QUESTIONNAIRE AND THE PERSONAL ORIENTATION INVENTORY

INTRODUCTION

Identifying characteristics of entering students, understanding fluctuations over time, and identifying salient characteristics, were ongoing concerns for Mountain-Plains. Identifying variations among subgroups has been necessary for presenting a relevant program with appropriate options among which students may choose. Such a commitment was, if anything, more important in a program such as Mountain-Plains with individualization and self-directed student choice, because a choice among inappropriate alternatives is still no choice. Thus Mountain-Plains has been engaged in an ongoing process of population description which has taken a broad focus to include socio-demographic variables, personality variables and vocational characteristics.

Changes in the characteristics of entering students over time has special meaning for research efforts in that it can help elucidate the extent to which studies completed during one program period can be generalized to other periods. Conversely, it may help to explain any fluctuations in program effects.

To date major descriptive reports have included: 1) A series of socio-demographic reports by Myers and Associates (e.g., Myers and Honrud, 1974), 2) Two major interpretive reports on psychological development grounded in theory (Conrad, 1974; Conrad and McMahon, 1974), and one purely empirical study (Conrad and Bunch, 1976), and 3) Studies of vocational characteristics (Conrad, Manley, and Pollack, 1975; Bunch, Conrad, Lewis, and Manley, 1976).

The present study consists of an analysis of entry scores on Shostrom's (1966) *Personal Orientation Inventory* (POI) and Cattell's *Sixteen Personality Factor Questionnaire, Form C* (16PF) (Cattell, Eber, and Tatsuoka, 1970).

Using Maslow's self-actualization as a theory base, Shostrom developed the POI to measure Inner Directedness and Time Competence, cornerstones of self-actualization. The POI as well reports ten scores on self traits which are aspects of self-actualization. Conrad and McMahon (1974) discuss the validity and reliability of the POI in an earlier report. Scale descriptions are included with the group profile.

Using factor analytic techniques and a Freudian personality theory base, Cattell and Associates have developed what purports to be a comprehensive measure of those traits which characterize personality. (Brief descriptions of the scales are included with mean profile data.) An extensive description of the psychometric properties of the 16PF is beyond the scope of this report. Suffice it to say that with the exception of the Minnesota Multiphasic Personality Inventory, the 16PF is as widely used and documented as any personality measure, and is quite adequate for its present purpose.

RESULTS AND CONCLUSIONS

16PF

Factor A.[1] Both male and female entrants are more reserved than the norm. Persons scoring low on Factor A tend to be, ". . .cautious in emotional expression, uncompromising and critical in outlook, and awkwardly aloof in manner," (Cattell et.al., 1970, p. 81).

One would expect this population to experience difficulty in adapting to new situations, particularly to new social and interpersonal environments. Difficulty in reconciling expectations with realities is to be expected as are defensive postures and extensive criticisms. Emotional expression will be difficult, and situations requiring emotional expression will tend to be avoided (e.g., counseling). This description will be even more typical of males than of females. (See Table and Figure II.2.)

Factor B. Males in the population, but not females, are seen to have less capacity to handle abstract problems than the norm group. (Cattell calls the B scale "Intelligence," but offers no correlations with other "I.Q." type measures. Thus the designation seems misleading.) The low B score indicates that the males may also tend to be 1) somewhat disorganized, 2) inclined to show poor judgment, 3) subject to low morale, and 4) inclined to quit (when frustrated) as opposed to "trying again."

Factor C. Both males and females score below norm on the C scale. The C scale is a measure of emotional stability or "ego strength." A low scorer tends to be ". . .easily annoyed by things and people (especially subject to stress), dissatisfied with the world situation, his family, the restrictions of life and his own health, and he feels unable to cope with life. He shows generalized neurotic responses in the form of phobia's, psychosomatic disturbances, sleep disturbances, and hysterical and obsessional behavior," (Cattell et.al., 1970, p. 83).

---

[1] For brief scale descriptions, see Figure II.2.

Factor E. No significant difference from the adult norms is seen for either sex on Factor E. "Assertiveness" as defined on the 16PF is not a distinguishing characteristic of the population.

Factor F. No significant difference from the adult norms is observed on Factor F for either sex. Surgency as defined for the 16PF is not seen as a distinguishing characteristic of the population.

Factor G. Females, but not males, are seen to score higher than adult norms on Factor G (superego strength). This would lead to an expectation that female students may be more perseverant and concerned with issues of "right and wrong" than typifies adult females generally.

Factor H. Both males and females score below adult norms on Factor H. Low scores on this factor would characterize persons who are 1) shy, 2) emotionally cautious, 3) tending to be embittered, 4) rule bound, and 5) retiring in relationships with the opposite sex. Inferiority feelings are characteristic of persons with low H scores. Low H scale scorers, under stress, may be subject to both psychic and somatic problems.

Factor I. Both male and female students score below the norm on Factor I. Low I scores would be characteristic of persons who are 1) not sentimental, 2) self-reliant, and 3) hard to the point of cynicism, and who act on practical, logical evidence (as opposed to basing action on abstract concepts).

Factor L. Neither male nor female students score significantly different from adult norms on Factor L. Trust, as defined for the 16PF, is apparently not a distinguishing variable of the population.

Factor M. Both males and females score below adult norms on Factor M. Low scores on M characterize persons who 1) are practical, 2) are concerned with immediate needs and interests, 3) avoid anything "far fetched," and 4) are earnest, concerned or worried, but steady.

In an educational setting, one would expect low scorers on Factor M to be impatient with theory and abstract explanations. They would probably be most satisfied with practical, applied, "hands on" methods of teaching.

Factor N. Factor N does not significantly differentiate the population from adult norms. Thus "worldliness," as defined for the 16PF, is not rated as a distinguishing characteristic of the population.

Factor O. Neither male nor female students depart significantly from adult norms on Factor O. "Self-Assurance," as defined for the 16PF, is not a distinguishing characteristic of the population.

Factor Q_1. Females, but not males, score below adult norms on Factor Q_1. Low Q_1 scores characterize persons who are conservative, respect established ideas and are tolerant of traditional difficulties.

Low scorers could be expected to experience difficulty in adapting to new situations and in coping with "non-traditional" problems.

Factor Q_2. Both males and females score above norm on Factor Q_2 (self-sufficiency). High scores would be characteristic of persons who are independent and who find difficulty in identifying with other persons and social groups (but who may not require such identification).

Factor Q_3. Women, but not men, score above norm on Factor Q_3. High scores would be indicative of persons who have an image of themselves which they strive to execute. Thus they are controlled, socially precise, and even obstinate. Social approval is sought. High Q_3 may be a conscious effort at control to compensate low ego strength (natural unconscious control).[2]

Factor Q_4. Women, but not men, score above norm on Factor Q_4. High scores characterize persons who experience more tension and frustration than most adults.

Time Period Analysis

Statistically significant differences are observed ($p < 0.05$) among entry periods on Factors C and L for the "all students" group, on

---

[2] It is the author's opinion that high Q_3 indicates operation on introjected rather than internalized values.

Factors C and E for women, and for Factors B, C, E, F, and O for males. (See Figure II.3.)

Students entering in time periods 6, 7, and 8 (December of 1974 to August, 1975) are observed to be the most emotionally stable students to attend Mountain-Plains. Students in period 3 (March, April, May, 1974) also reach this level; however, data from another form of the 16PF (Form E) indicates low emotional stability for entering students during periods 1 and 2 (Fall and Winter, 1973). Program period 4 (Summer, 1974) shows a more suspicious than normal (for Mountain-Plains) entering population. Otherwise trust levels of students seem fairly constant over time. Only on these two characteristics, emotional stability and trust, do basic personalities as measured by the 16PF vary among the "all student" group by time period.

Female entrants are seen to have become less stable and more aggressive in periods 3 and 4, more stable and less aggressive in period 6, and to have been similar in trend only in periods 7 and 8. Similarly, the stability difference between male and female entrants minimizes in periods 6 and 8. The assertion and stability confluence, along with male and female stability and high (for Mountain-Plains students) stability scores, should indicate a recent population with fewer marital and personal problems than typify Mountain-Plains students generally. Such persons could also be expected to be more cooperative with counseling/personal development efforts than those who attended heretofore.

Capacity for abstract thought (B), surgency (F), and apprehension (O) differ for males, but not for females. Abstract thought capacity declines steadily over periods 3, 4, and 5, but levels and remains fairly constant over periods 6, 7, and 8. Surgency (general enthusiasm) peaks in periods 3 and 6 and valley's in periods 4 and 8. Apprehension follows an opposite trend, peaking in periods 4, 7, and 8 and being lowest in periods 3 and 6. Sobriety and apprehension seem to be seasonal characteristics which typify men entering in Summer.

Among States

There is a statistically significant difference among entrants by state on 1) Capacity for Abstract Thought (B) with Montana students scoring highest and Wyoming students scoring lowest, 2) Trust (L), with North Dakota students scoring as most and Montana students as least trusting, and 3) Tension (Q_4) with Montana students recording the highest and Wyoming students the lowest tension levels. There is some indication that Montana students may be harder to work with than North Dakota students, and that Wyoming students may not be as likely to pursue complex preparation areas (e.g. Radio/T.V.) as students from Montana and Idaho.

Analysis by sex by state (12 group ANOVA) finds statistically significant differences on the A, B, C, E, F, H, I, O, Q_1, Q_3, and Q_4 scales. However, a separate analysis showed these differences to be a product of sex rather than of state differences.

Ethnicity

Differences among ethnic groups were recorded on the B, C, E, F, G, H, Q_1, Q_3, and Q_4 scales.

Factor B. Caucasian students scored higher on capacity for abstract thought than Indian or Chicano students. There was no score difference between Indian and Chicano entrants. This difference is probably the result of the greater English language facility (and thus test-taking ability) of the Caucasian group on this cognitive scale. It is also centered in the female group with no significant pairwise result when males are compared.[3]

Factor C. The Chicano group scores as more emotionally stable than the Caucasian group. No other pairwise comparisons show differences; although the mean difference between the Caucasian and Indian scores is only 0.06.

Factor E. Caucasians score as less assertive than Indians with no other pairwise differences interpretable with the chosen level of confidence.

Factor F. Caucasian entrants score as more surgent (outgoing) than do Indians. No other pairwise comparison is significant.

Factor G. Indian students score as the most conscientious (but only 0.01 score point higher than Chicano students), and Caucasian students score as the least conscientious. Pairwise comparisons are not significant and differences account for only 0.6% of variance indicating the differences to be more a statistical result than a practical finding.

---

[3] English has been found to be strictly a second language to some wives.

Factor H. Indian students score as more venturesome than Caucasian students. Other pairwise comparisons are not statistically significant.

Factor Q_1. Caucasian students score as more experimenting (liberal) than Chicano entrants. However, pairwise comparisons are not significant and the difference among groups account for only 0.4% of variance.

Factor Q_2. Chicano students score as most, and Caucasians as least, self-sufficient. Again, pairwise comparisons are not significant and the difference accounts for only 0.5% of the variance.

Factor Q_4 Indian students score as significantly less tense than Caucasians.

Overall, Chicano students seem to have the most favorable affective entry profiles, and Caucasian students the least favorable with exception of the B scale. However, the B scale is a cognitive measure and scores are probably more attributable to the facility with the English language than an innate capacity for abstract thought. Thus the lower program success rate for minority students would seem to be more a function of program process than of any basic personality structure handicap attributable to minority status.[4]

POI

Sex differences do not obtain on the POI. The following statements may be assumed to apply equally to male and female students.

Tc, Time Competence. Students score below adult normes on the Tc scale. Low scores would be characteristic of persons who have difficulty focusing on current experience, but rather have a tendency to "drift off" into daydreams or worries.

---

[4] Of course, it cannot be stated with certainty that majority derived personality tests are fully appropriate to minority groups.

I, Inner Directedness. Scores on the I scale are below norm. Low scores characterize persons who are dependent on others for support and direction. Approval of others is required to support beliefs and behavior, and approval seeking (even to the extent of an obsession) is expected.

SAV, Self-Actualizing Value. SAV scores are below adult norms, indicating a rejection of self-actualizing value. Low scorers live more for the wants and needs of others than for their own.

Ex, Existentiality. Students score below norm on Ex. Low Ex scores indicate rigid application of rote value statements rather than flexible application of rote value meaning. Low scorers can be viewed as operating on introjected values rather than on understood internalized values, and are apt to be rigid, dogmatic, and even compulsive.

Fr, Feeling Reactivity. Fr scores are below adult norms. Low scores typify persons who do not perceive or understand their own needs and feelings. Activity is expected to be frequently unrewarding for such persons as its "random" nature causes many needs to go unsatisfied.

S, Spontaneity. There is no statistically significant difference between entering Mountain-Plains students and adult norms on behavioral expression of feelings.

Sr, Self-Regard. Entering students score below "normal adults" on Sr. Low scores characterize persons who have low self-worth, or in other words, a poor self-concept.

Sa, Self-Acceptance. Entering students score below norm on self-acceptance. Low scores characterize persons who do not accept their own weaknesses and limitations.

Nc, Nature of Man. Scores on Nc are below norm. Low scores depict persons who see man as essentially evil. Such persons can be expected to be defensive and probably manipulative in their dealings with others. Apparent inconsistencies in others will likely be seen as "lies" rather than as inherent dichotomies or an inherent part of "human nature."

Sy, Synergy. At entry, Mountain-Plains students score below the "normal adult" group on Sy. Low scores characterize persons who cannot see meaningful relationships between opposites, but rather view opposites as antagonistic. (Apparent emotional contradiction has been reported as especially troublesome for low scoring Mountain-Plains students, "I love my spouse but yesterday I hated him/her--something is wrong with me!")

A, Acceptance of Aggression. Scores on A are below norm. Such scores characterize persons who deny/reject feelings of anger or aggression, seeing these as "bad," "unnatural," or "abnormal."

C, Capacity for Intimate Contact. Entry scores are below those of the normal adult group on C. Low scores characterize persons who have difficulty with warm interpersonal relationships. Relationships for low scorers are more centered on role expectation fulfillment than openness and honest sharing apart from obligations and expectations (typical interaction on more of a "subject-object" than an "I-Thou" basis).

Time Period Analysis. Time competence has varied significantly over program periods with highest scores in late 1975 and lowest in late 1973. Inner Directedness follows the same pattern. Student scores in 1974 compared to those of 1975 show Tc elevation of a half raw score point and I score elevation of 2.5 points or about 1/6 to 1/4 standard deviation, respectively. A trend to a more psychologically proactive population over time is rated.

Significant differences of similar composition are seen on all POI subscales except Sa and A. The "no difference" result on the A scale may be a result of its marginal reliability; however, it would appear that entering students have been similarly rejecting of weaknesses, failures, limitations, and such over time.

Other Subgroups. Analysis of entry differences among ethnic groups and states of origin were not accomplished for this report. However, data is available in Part III (Counseling Services Report No. 32) of the Summative Affective Analysis for these and other subgroups.

Summary

Mountain-Plains students are seen to deviate unfavorably from adult norms on a number of psychological scales, indicating a need for affective as well as vocational task skill development. The population's personality characteristics are relatively stable over program periods, among states, and between ethnic groups on most 16PF personality dimensions. Differences which are observed indicate a more emotionally stable population in 1975 than in 1974 as reflected by the ego strength (C) scores, a somewhat more contentious population from Montana as indicated by the lower trust and higher tension scores coupled with higher intelligence, and possibly stronger profiles for minority than majority students (at least for males on some dimensions).

POI results indicate a population that has trouble focusing on current experience (concentrating on the task at hand) and who require more external support than most people. There is also an indication of greater facility in these areas for 1975 than for 1974 entrants.

To the extent emotional stability influences program effects, results obtained with 1975 students must be extrapolated to 1974 (and probably 1973) students with caution. Similarly, negative differences in program effects for minority students do not appear to be attributable to basic personality structure as assessed on the 16PF.

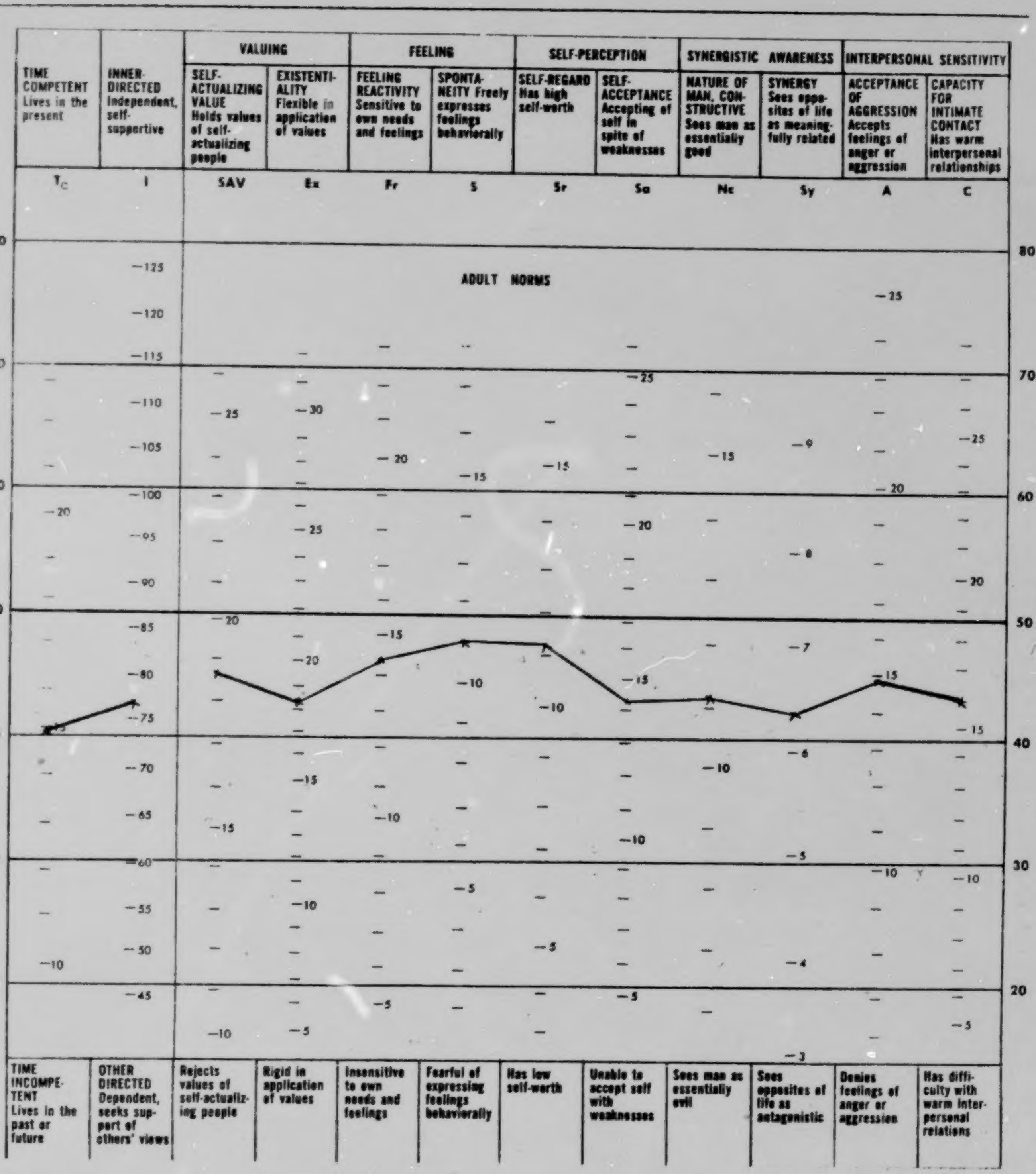
Table II.1

POI Entry Scores Compared to Adult Norms

		Male		Female		Male & Female		Norm **		t M & F vs Norm
		$\bar{X}$	SD	$\bar{X}$	SD	$\bar{X}$	SD	$\bar{X}$	SD	
1.	Tc	14.9	3.41	15.0	3.20	14.9	3.29	17.7	2.8	-6.02*
2.	I	77.4	10.90	76.7	10.70	77.0	10.80	87.2	13.6	-6.67*
3.	SAV	18.9	3.15	18.5	3.10	18.7	3.13	20.2	3.0	-3.39*
4.	Ex	18.2	4.35	18.1	4.51	18.2	4.44	21.8	5.1	-5.73*
5.	Fr	14.3	2.80	14.2	2.97	14.3	2.89	15.7	3.3	-3.42*
6.	S	11.2	2.56	10.9	2.56	11.0	2.56	11.6	3.0	-1.66
7.	Sr	11.7	3.50	10.9	2.70	11.2	3.11	12.0	2.7	-1.82*
8.	Sa	14.0	3.41	14.4	3.35	14.2	3.38	17.1	4.0	-6.07*
9.	Nc	11.2	2.06	11.2	1.99	11.2	2.02	12.4	1.9	-4.20*
10.	Sy	6.21	1.41	6.29	1.32	6.26	1.36	7.3	1.2	-5.42*
11.	A	15.0	3.18	14.6	3.12	14.8	3.15	16.6	3.7	-4.04*
12.	C	16.2	3.45	15.8	3.67	16.0	3.58	18.8	4.6	-5.53*

* Denotes a statistically significant difference ($p \leq 0.05$), t test for norm group comparison (using an assumed N of 50 to avoid reporting differences as an artifact of the large number of subjects - actual N = 1463).

** From Shostrum (1966).



COPYRIGHT © 1963, 1965 by EDUCATIONAL & INDUSTRIAL TESTING SERVICE, SAN DIEGO, CALIFORNIA 92107
REPRODUCTION OF THIS FORM BY ANY MEANS STRICTLY PROHIBITED
Reproduced by Special Permission

Figure II.1

Entry Profile for the POI

Table II.2

Mountain-Plains Students Versus Adult Norms by Sex on the 16PF

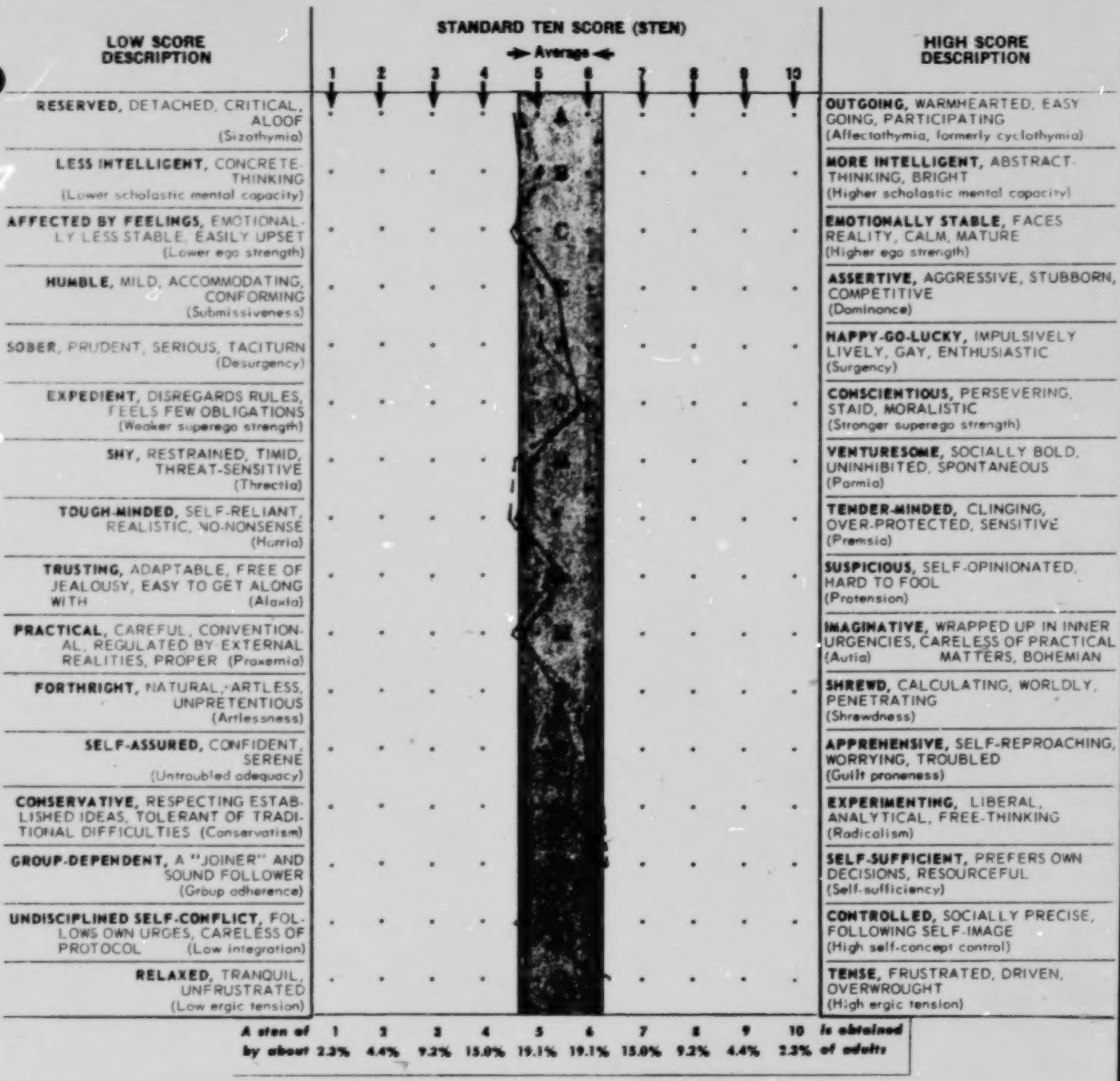
		Male (N = 460)				Female (N = 600)				M-P
		M-P				M-P				t
Scale		$\overline{X}$	S.D.	Norm[a]	t	$\overline{X}$	S.D.	Norm[a]	t	Sex
1.	A	7.39	2.19	8.52	-3.61[b]	7.83	2.20	8.75	-2.96[b]	-3.27[b]
2.	B	3.78	1.60	4.34	-2.48[b]	3.97	1.49	4.31	-1.61	-2.05[b]
3.	C	6.64	2.25	7.55	-2.86[b]	5.98	2.39	7.25	-3.76[b]	4.59[b]
4.	E	5.52	2.20	5.63	-0.35	4.51	2.11	4.99	-1.61	7.55[b]
5.	F	6.90	2.06	6.89	0.03	6.43	2.11	6.90	-1.58	3.68[b]
6.	G	8.12	2.01	7.58	1.90	8.19	1.99	7.44	2.67[b]	-.54
7.	H	6.41	2.50	7.18	-2.18[b]	5.50	2.71	6.73	-3.21[b]	5.59[b]
8.	I	4.47	2.11	5.54	-3.59[b]	6.35	2.07	7.46	-3.79[b]	-14.56[b]
9.	L	5.34	1.98	5.33	0.03	5.17	1.83	5.33	-.62	1.47
10.	M	4.85	1.98	5.59	-2.64[b]	4.73	1.96	5.88	-4.15[b]	.98
11.	N	4.88	1.98	4.82	0.21	5.09	2.09	4.80	0.97	-1.64
12.	O	5.92	2.64	5.64	0.75	7.46	2.54	6.79	1.87	-9.60[b]
13.	Q_1	6.77	2.17	6.71	0.20	5.77	2.16	6.65	-2.88[b]	7.50[b]
14.	Q_2	4.91	2.26	4.01	2.81[b]	4.70	2.18	3.89	2.63[b]	1.51
15.	Q_3	7.47	1.88	7.88	-1.54	7.01	1.96	7.71	-2.53[b]	3.86[b]
16.	Q_4	6.00	2.32	5.35	1.98	7.22	2.32	6.09	3.45[b]	-8.52[b]

---

[a] From Tabular Supplement No. 2 to the 16PF Handbook, Institute for Personality and Ability Testing, Champaign, IL, 1972.

[b] Statistically significant, $p \leq 0.05$.

NOTE: To make statistical and practical significance more congruent, t-tests for norm group comparison are calculated using an assumed N of 50. This requires a mean difference of about 1/3 S.D. to reach statistical significance and avoids reporting differences which are mainly an artifact of the large sample size.



LOW SCORE DESCRIPTION	HIGH SCORE DESCRIPTION
RESERVED, DETACHED, CRITICAL, ALOOF (Sizothymia)	**OUTGOING,** WARMHEARTED, EASY GOING, PARTICIPATING (Affectothymia, formerly cyclothymia)
LESS INTELLIGENT, CONCRETE-THINKING (Lower scholastic mental capacity)	**MORE INTELLIGENT,** ABSTRACT-THINKING, BRIGHT (Higher scholastic mental capacity)
AFFECTED BY FEELINGS, EMOTIONALLY LESS STABLE, EASILY UPSET (Lower ego strength)	**EMOTIONALLY STABLE,** FACES REALITY, CALM, MATURE (Higher ego strength)
HUMBLE, MILD, ACCOMMODATING, CONFORMING (Submissiveness)	**ASSERTIVE,** AGGRESSIVE, STUBBORN, COMPETITIVE (Dominance)
SOBER, PRUDENT, SERIOUS, TACITURN (Desurgency)	**HAPPY-GO-LUCKY,** IMPULSIVELY LIVELY, GAY, ENTHUSIASTIC (Surgency)
EXPEDIENT, DISREGARDS RULES, FEELS FEW OBLIGATIONS (Weaker superego strength)	**CONSCIENTIOUS,** PERSEVERING, STAID, MORALISTIC (Stronger superego strength)
SHY, RESTRAINED, TIMID, THREAT-SENSITIVE (Threctia)	**VENTURESOME,** SOCIALLY BOLD, UNINHIBITED, SPONTANEOUS (Parmia)
TOUGH-MINDED, SELF-RELIANT, REALISTIC, NO-NONSENSE (Harria)	**TENDER-MINDED,** CLINGING, OVER-PROTECTED, SENSITIVE (Premsia)
TRUSTING, ADAPTABLE, FREE OF JEALOUSY, EASY TO GET ALONG WITH (Alaxia)	**SUSPICIOUS,** SELF-OPINIONATED, HARD TO FOOL (Protension)
PRACTICAL, CAREFUL, CONVENTIONAL, REGULATED BY EXTERNAL REALITIES, PROPER (Praxernia)	**IMAGINATIVE,** WRAPPED UP IN INNER URGENCIES, CARELESS OF PRACTICAL MATTERS, BOHEMIAN (Autia)
FORTHRIGHT, NATURAL, ARTLESS, UNPRETENTIOUS (Artlessness)	**SHREWD,** CALCULATING, WORLDLY, PENETRATING (Shrewdness)
SELF-ASSURED, CONFIDENT, SERENE (Untroubled adequacy)	**APPREHENSIVE,** SELF-REPROACHING, WORRYING, TROUBLED (Guilt proneness)
CONSERVATIVE, RESPECTING ESTABLISHED IDEAS, TOLERANT OF TRADITIONAL DIFFICULTIES (Conservatism)	**EXPERIMENTING,** LIBERAL, ANALYTICAL, FREE-THINKING (Radicalism)
GROUP-DEPENDENT, A "JOINER" AND SOUND FOLLOWER (Group adherence)	**SELF-SUFFICIENT,** PREFERS OWN DECISIONS, RESOURCEFUL (Self-sufficiency)
UNDISCIPLINED SELF-CONFLICT, FOLLOWS OWN URGES, CARELESS OF PROTOCOL (Low integration)	**CONTROLLED,** SOCIALLY PRECISE, FOLLOWING SELF-IMAGE (High self-concept control)
RELAXED, TRANQUIL, UNFRUSTRATED (Low ergic tension)	**TENSE,** FRUSTRATED, DRIVEN, OVERWROUGHT (High ergic tension)

A sten of	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**is obtained**
by about	**2.3%**	**4.4%**	**9.2%**	**15.0%**	**19.1%**	**19.1%**	**15.0%**	**9.2%**	**4.4%**	**2.3%**	**of adults**

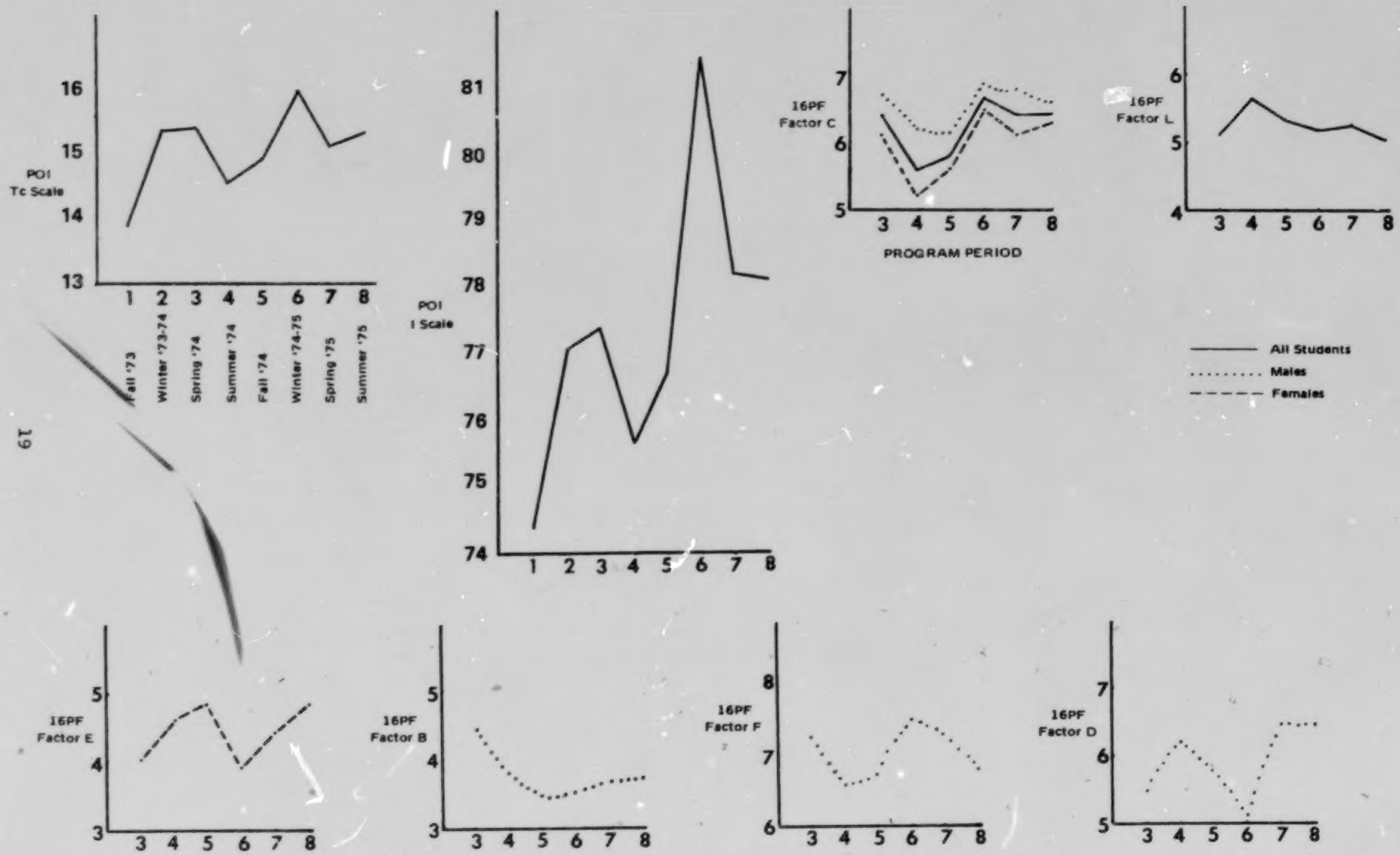
. . . . . Male
------- Female

16PF, Forms C and D, Copyright © 1954, 1956, 1969, by the Institute for Personality and Ability Testing, 1602 Coronado Drive, Champaign, Illinois, U.S.A. All property rights reserved. Printed in U.S.A.

Reproduced by Special Permission

Figure II.2

Entry Profile for the 16PF by Sex



Fluctuations in Entry Characteristics by Time Period by Sex

Figure II.3

Table II.4

16PF Entry Scores by Time Period

	No.	16PF Factor
Criterion List	1	A
	2	B
	3	C
	4	E
	5	F
	6	G
	7	H
	8	I
	9	L
	10	M
	11	N
	12	O
	13	Q_1
	14	Q_2
	15	Q_3
	16	Q_4

	No.	Period
Groups are Time Period	1	March - May, 1974
	2	June - August, 1974
	3	September - November, 1974
	4	December, 1974 - February, 1975
	5	March - May, 1975
	6	June - August, 1975

Statistical Significance, $p \leq 0.05$, df = 5,858, is $F \geq 2.22$.

```
*************************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN         N =   864.
*************************************************************************************************
  DATA FORMAT   (I4,T26,16F3.0)
*************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 1
*************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*************************************************************************************************
     BETWEEN GROUPS       5.       48.2344           9.6469     2.0100       .0058

     WITHIN GROUPS      858.     4117.8789           4.7994

     TOTAL              863.     4166.1133
*************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*************************************************************************************************
 MEAN      7.73    7.46    7.23    7.32    7.69    7.95

 STDV      2.16    2.24    2.24    1.97    2.28    2.18

    N    122     227     111     122     141     141
*************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*************************************************************************************************

    1       .00     .24     .59     .43     .00     .13

    2       .24     .00     .16     .07     .18     .86

    3       .59     .16     .00     .02     .53    1.33

    4       .43     .07     .02     .00     .37    1.08

    5       .00     .18     .53     .37     .00     .20

    6       .13     .86    1.33    1.08     .20     .00
*************************************************************************************************
```

```
*****************************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN          N =   864.

*****************************************************************************************************
   DATA FORMAT   (I4,T26,16F3.0)
*****************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  2
*****************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES     MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*****************************************************************************************************
      BETWEEN GROUPS        5.        22.5547            4.5109     1.9212       .0053

      WITHIN GROUPS       858.      2014.6133            2.3480

      TOTAL               863.      2037.1680
*****************************************************************************************************
 GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*****************************************************************************************************
 MEAN       4.30     3.81     3.79     3.88     3.89     3.91

 STDV       1.49     1.55     1.64     1.44     1.45     1.62

   N     122      227      111      122      141      141
*****************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*****************************************************************************************************

   1         .00     1.61     1.29      .94      .93      .87

   2        1.61      .00      .00      .03      .05      .06

   3        1.29      .00      .00      .04      .05      .07

   4         .94      .03      .04      .00      .00      .01

   5         .93      .05      .05      .00      .00      .00

   6         .87      .06      .07      .01      .00      .00
*****************************************************************************************************
```

```
****************************************************************************************************

  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN          N =   864.

****************************************************************************************************
  DATA FORMAT   (I4,T26,16F3.0)
****************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  3
****************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
****************************************************************************************************
     BETWEEN GROUPS       5.       131.8203          26.3641      4.7093        .0210

     WITHIN GROUPS      858.      4803.3867           5.5984

     TOTAL              863.      4935.2070
****************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************
 MEAN     6.41    5.65    5.85    6.70    6.41    6.41

 STDV     2.40    2.54    2.49    2.07    2.31    2.25

    N      122     227     111     122     141     141
****************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************

    1      .00    1.65     .66     .19     .00     .00

    2     1.65     .00     .11    3.17    1.81    1.81

    3      .66     .11     .00    1.53     .71     .71

    4      .19    3.17    1.53     .00     .20     .20

    5      .00    1.81     .71     .20     .00     .00

    6      .00    1.81     .71     .20     .00     .00
****************************************************************************************************
```

```
*******************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN        N =   864.
*******************************************************************************************
   DATA FORMAT    (I4,T26,16F3.0)
*******************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  4
*******************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES    MEAN SQUARES    F-RATIO    OMEGA-SQUARED
*******************************************************************************************
      BETWEEN GROUPS        5.         38.4648           7.6930       1.5767        .0033

      WITHIN GROUPS       858.       4186.2031           4.8790

      TOTAL               863.       4224.6680
*******************************************************************************************
  GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*******************************************************************************************
  MEAN     4.66    5.15    5.20    4.64    4.96    5.08

  STDV     2.45    2.33    2.11    2.03    2.27    1.93

     N    122     227     111     122     141     141
*******************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*******************************************************************************************

     1      .00     .78     .70     .00     .24     .36

     2      .78     .00     .01     .83     .13     .05

     3      .70     .01     .00     .74     .15     .08

     4      .00     .83     .74     .00     .27     .39

     5      .24     .13     .15     .27     .00     .01

     6      .36     .05     .08     .39     .01     .00
*******************************************************************************************
```

```
****************************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN         N =   864.
****************************************************************************************************
   DATA FORMAT   (I4,T26,16F3.0)
****************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  5
****************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
****************************************************************************************************
      BETWEEN GROUPS       5.         14.2070            2.8414      .6305       .0000

      WITHIN GROUPS      858.       3866.8867            4.5069

      TOTAL              863.       3881.0937
****************************************************************************************************
 GROUP      1        2        3        4        5        6        7        8        9       10       11       12
****************************************************************************************************
 MEAN     6.71     6.60     6.82     6.76     6.94     6.57
25
 STDV     2.20     2.14     2.21     1.98     2.14     2.06

   N     122      227      111      122      141      141
****************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1        2        3        4        5        6        7        8        9       10       11       12
****************************************************************************************************

    1      .00      .05      .03      .01      .14      .06

    2      .05      .00      .16      .09      .44      .00

    3      .03      .16      .00      .01      .04      .17

    4      .01      .09      .01      .00      .09      .10

    5      .14      .44      .04      .09      .00      .41

    6      .06      .00      .17      .10      .41      .00
****************************************************************************************************
```

```
**********************************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW; ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN          N =   864.
**********************************************************************************************************
   DATA FORMAT   (I4,T26,16F3.0)
**********************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  6
**********************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO    OMEGA-SQUARED
**********************************************************************************************************
      BETWEEN GROUPS        5.           5.8477            1.1695       .2952        .0000

      WITHIN GROUPS       858.        3398.8008            3.9613

      TOTAL               863.        3404.6484
**********************************************************************************************************
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
**********************************************************************************************************
  MEAN      8.29     8.19     8.12     8.17     8.24     8.02

  STDV      1.91     2.00     2.15     1.78     2.09     1.98

     N     122      227      111      122      141      141
**********************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
**********************************************************************************************************

     1       .00      .04      .08      .04      .01      .23

     2       .04      .00      .02      .00      .01      .12

     3       .08      .02      .00      .01      .05      .03

     4       .04      .00      .01      .00      .02      .08

     5       .01      .01      .05      .02      .00      .17

     6       .23      .12      .03      .08      .17      .00
**********************************************************************************************************
```

```
*******************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN        N =    864.
*******************************************************************************************
  DATA FORMAT   (I4,T26,16F3.0)
*******************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  7
*******************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*******************************************************************************************
     BETWEEN GROUPS       5.        13.3164             2.6633         .3568        .0000

     WITHIN GROUPS      858.      6404.4258             7.4644

     TOTAL              863.      6417.7422
*******************************************************************************************
 GROUP      1        2        3        4        5        6        7        8        9       10       11       12
*******************************************************************************************
 MEAN      6.15     5.80     5.91     5.94     5.97     6.11

 STDV      3.21     2.70     2.65     2.40     2.77     2.63

    N    122      227      111      122      141      141
*******************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1        2        3        4        5        6        7        8        9       10       11       12
*******************************************************************************************

    1      .00      .25      .09      .07      .05      .00

    2      .25      .00      .02      .04      .07      .22

    3      .09      .02      .00      .00      .01      .06

    4      .07      .04      .00      .00      .00      .05

    5      .05      .07      .01      .00      .00      .03

    6      .00      .22      .06      .05      .03      .00
*******************************************************************************************
```

```
****************************************************************************************************

  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN          N =   864.

****************************************************************************************************
  DATA FORMAT    (I4,T26,16F3.0)
****************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  8
****************************************************************************************************
  SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES   F-RATIO   OMEGA-SQUARED
****************************************************************************************************
     BETWEEN GROUPS        5.          27.5781            5.5156      1.0620        .0004

     WITHIN GROUPS       858.        4455.9219            5.1934

     TOTAL               863.        4483.5000
****************************************************************************************************
GROUP       1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************
MEAN      5.18    5.48    5.53    5.65    5.29    5.72
28
STDV      2.58    2.28    2.50    2.20    2.11    2.04

  N     122     227     111     122     141     141
****************************************************************************************************
SCHEFFE TEST FOR MULTIPLE COMPARISONS
GROUP       1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************

   1       .00     .27     .28     .51     .03     .72

   2       .27     .00     .01     .09     .12     .19

   3       .28     .01     .00     .03     .14     .08

   4       .51     .09     .03     .00     .32     .01

   5       .03     .12     .14     .32     .00     .49

   6       .72     .19     .08     .01     .49     .00
****************************************************************************************************
```

```
******************************************************************************** ********

  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN          N =   864.

*****************************************************************************************
  DATA FORMAT    (I4,T26,16F3.0)
*****************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  9
*****************************************************************************************
  SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO    OMEGA-SQUARED
*****************************************************************************************
     BETWEEN GROUPS        5.          40.6133             8.1227       2.2385        .0071

     WITHIN GROUPS       858.        3113.3516             3.6286

     TOTAL               863.        3153.9648
*****************************************************************************************
GROUP        1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************
MEAN       5.10    5.61    5.32    5.20    5.24    5.01
29
STDV       1.68    2.01    2.10    1.82    1.94    1.79

   N      122     227     111     122     141     141
*****************************************************************************************
SCHEFFE TEST FOR MULTIPLE COMPARISONS
GROUP        1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************

    1       .00    1.16     .15     .04     .07     .03

    2      1.16     .00     .36     .73     .66    1.76

    3       .15     .36     .00     .04     .02     .33

    4       .04     .73     .04     .00     .00     .14

    5       .07     .66     .02     .00     .00     .21

    6       .03    1.76     .33     .14     .21     .00
*****************************************************************************************
```

```
****************************************************************************************************

  TITLE    16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRT (6 GROUPS)--RERUN          N =    864.

****************************************************************************************************
  DATA FORMAT    (I4,T26,16F3.0)
****************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 10
****************************************************************************************************
  SOURCES OF VARIATION   DF    SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
****************************************************************************************************
     BETWEEN GROUPS       5.         19.6016           3.9203      1.0142       .0001

     WITHIN GROUPS      858.       3316.6406           3.8655

     TOTAL              863.       3336.2422
****************************************************************************************************
GROUP       1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************
MEAN      4.42    4.85    4.77    4.75    4.91    4.82
30
STDV      2.21    1.89    1.88    1.86    1.98    2.00

   N     122     227     111     122     141     141
****************************************************************************************************
SCHEFFE TEST FOR MULTIPLE COMPARISONS
GROUP       1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************

   1       .00     .77     .36     .34     .81     .53

   2       .77     .00     .03     .04     .01     .01

   3       .36     .03     .00     .00     .06     .01

   4       .34     .04     .00     .00     .09     .02

   5       .81     .01     .06     .09     .00     .03

   6       .53     .01     .01     .02     .03     .00
****************************************************************************************************
```

```
*********************************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN          N =   864.

*********************************************************************************************************
   DATA FORMAT    (I4,T26,16F3.0)
*********************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 11
*********************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
*********************************************************************************************************
      BETWEEN GROUPS       5.         43.6211             8.7242     2.0432        .0060

      WITHIN GROUPS      858.       3663.4727             4.2698

      TOTAL              863.       3707.0938
*********************************************************************************************************
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*********************************************************************************************************
 MEAN     5.02    5.39    4.98    4.79    4.84    4.91
 31
 STDV     2.19    2.07    2.15    1.86    1.96    2.16

   N     122     227     111     122     141     141
*********************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*********************************************************************************************************

   1       .00     .49     .00     .16     .11     .04

   2       .49     .00     .57    1.34    1.24     .91

   3       .00     .57     .00     .10     .06     .01

   4       .16    1.34     .10     .00     .01     .05

   5       .11    1.24     .06     .01     .00     .02

   6       .04     .91     .01     .05     .02     .00
*********************************************************************************************************
```

```
**********************************************************************************************************************************

   TITLE    16PFC NORMATIVE DATA=ENTRY=RAW: ANOVA BY TIME OF ENTRT (6 GROUPS)==RERUN              N =   864.

**********************************************************************************************************************************
   DATA FORMAT    (I4,T26,16F3.0)
**********************************************************************************************************************************
   ANALYSIS OF VARIANCE == CRITERION VARIABLE NO. 12
**********************************************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES      MEAN SQUARES    F=RATIO    OMEGA=SQUARED
**********************************************************************************************************************************
      BETWEEN GROUPS        5.          36.0742              7.2148       .9800        .0000

      WITHIN GROUPS       858.        6316.5195              7.3619

      TOTAL               863.        6352.5938
**********************************************************************************************************************************
  GROUP        1         2         3         4         5         6         7         8         9        10        11        12
**********************************************************************************************************************************
  MEAN       6.78      7.00      6.80      6.40      6.85      7.05
  32
  STDV       2.96      2.66      2.90      2.77      2.45      2.63

     N     122       227       111       122       141       141
**********************************************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1         2         3         4         5         6         7         8         9        10        11        12
**********************************************************************************************************************************

     1        .00       .11       .00       .24       .01       .13

     2        .11       .00       .08       .77       .05       .01

     3        .00       .08       .00       .25       .00       .10

     4        .24       .77       .25       .00       .36       .75

     5        .01       .05       .00       .36       .00       .08

     6        .13       .01       .10       .75       .08       .00
**********************************************************************************************************************************
```

```
*************************************************************************************************************************
   TITLE    16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN               N =    864.
*************************************************************************************************************************
   DATA FORMAT    (I4,T26,16F3.0)
*************************************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 13
*************************************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
*************************************************************************************************************************
      BETWEEN GROUPS        5.          26.5078            5.3016      1.0833        .0005

      WITHIN GROUPS       858.        4198.9922            4.8939

      TOTAL               863.        4225.5000
*************************************************************************************************************************
  GROUP        1         2         3         4         5         6         7         8         9        10        11        12
*************************************************************************************************************************
  MEAN       6.12      5.90      6.05      6.28      6.30      6.35

  STDV       2.36      2.23      2.26      2.15      2.10      2.18

     N     122       227       111       122       141       141
*************************************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1         2         3         4         5         6         7         8         9        10        11        12
*************************************************************************************************************************

     1        .00       .16       .01       .06       .09       .13

     2        .16       .00       .07       .47       .59       .72

     3        .01       .07       .00       .13       .17       .23

     4        .06       .47       .13       .00       .00       .01

     5        .09       .59       .17       .00       .00       .01

     6        .13       .72       .23       .01       .01       .00
*************************************************************************************************************************
```

```
**********************************************************************

   TITLE   16PFC NORMATIVE DATA=ENTRY=RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)==RERUN          N =   864.

**********************************************************************
   DATA FORMAT    (I4,T26,16F3.0)
**********************************************************************
   ANALYSIS OF VARIANCE == CRITERION VARIABLE NO. 14
**********************************************************************
   SOURCES OF VARIATION   DF    SUMS OF SQUARES     MEAN SQUARES   F=RATIO   OMEGA=SQUARED
**********************************************************************
      BETWEEN GROUPS       5.        22.1758              4.4352      .8819       .0000

      WITHIN GROUPS      858.      4314.9180              5.0290

      TOTAL              863.      4337.0937
**********************************************************************
 GROUP      1        2        3        4        5        6        7        8        9       10       11       12
**********************************************************************
 MEAN     4.80     4.65     4.57     5.09     4.87     4.84
34
 STDV     2.46     2.34     2.23     2.20     2.06     2.11

    N    122      227      111      122      141      141
**********************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1        2        3        4        5        6        7        8        9       10       11       12
**********************************************************************

    1      .00      .06      .12      .21      .02      .01

    2      .06      .00      .02      .61      .17      .13

    3      .12      .02      .00      .63      .23      .19

    4      .21      .61      .63      .00      .12      .16

    5      .02      .17      .23      .12      .00      .00

    6      .01      .13      .19      .16      .00      .00
**********************************************************************
```

```
*******************************************************************************************************
   TITLE    16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN          N =    864.
*******************************************************************************************************
   DATA FORMAT    (I4,T26,16F3.0)
*******************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 15
*******************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
*******************************************************************************************************
      BETWEEN GROUPS       5.          5.5742              1.1148        .2806       .0000

      WITHIN GROUPS      858.       3408.9258              3.9731

      TOTAL              863.       3414.5000
*******************************************************************************************************
 GROUP       1        2        3        4        5        6        7        8        9       10       11       12
*******************************************************************************************************
 MEAN       7.33     7.17     7.24     7.30     7.08     7.20

 STDV       2.09     2.05     2.16     1.84     1.99     1.79

    N      122      227      111      122      141      141
*******************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1        2        3        4        5        6        7        8        9       10       11       12
*******************************************************************************************************

    1        .00      .10      .02      .00      .21      .06

    2        .10      .00      .02      .07      .03      .00

    3        .02      .02      .00      .01      .09      .01

    4        .00      .07      .01      .00      .16      .03

    5        .21      .03      .09      .16      .00      .05

    6        .06      .00      .01      .03      .05      .00
*******************************************************************************************************
```

```
*******************************************************************************************************

  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: ANOVA BY TIME OF ENTRY (6 GROUPS)--RERUN          N =   864.

*******************************************************************************************************
  DATA FORMAT   (I4,T26,16F3.0)
*******************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 16
*******************************************************************************************************
  SOURCES OF VARIATION   DF    SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*******************************************************************************************************
     BETWEEN GROUPS       5.        48.3516          9.6703      1.6350        .0037

     WITHIN GROUPS      858.      5074.6484          5.9145

     TOTAL              863.      5123.0000
*******************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*******************************************************************************************************
 MEAN      7.12    6.85    6.51    6.32    6.79    6.77

 STDV      2.56    2.42    2.57    2.44    2.28    2.37

    N     122     227     111     122     141     141
*******************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*******************************************************************************************************

    1       .00     .20     .73    1.33     .24     .28

    2       .20     .00     .29     .76     .01     .02

    3       .73     .29     .00     .07     .17     .13

    4      1.33     .76     .07     .00     .50     .44

    5       .24     .01     .17     .50     .00     .00

    6       .28     .02     .13     .44     .00     .00
*******************************************************************************************************
```

Table II.5

16PF Entry Scores by State

	No.	16PF Factor
Criterion List	1	A
	2	B
	3	C
	4	E
	5	F
	6	G
	7	H
	8	I
	9	L
	10	M
	11	N
	12	O
	13	Q_1
	14	Q_2
	15	Q_3
	16	Q_4

	No.	State
Groups are State	1	Idaho
	2	Montana
	3	North Dakota
	4	South Dakota
	5	Wyoming
	6	Nebraska

Statistical Significance, $p \leqslant 0.05$, df = 5,1054, is $F \geqslant 2.22$.

```
****************************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                    N =  1060.
****************************************************************************************************
  DATA FORMAT    (T18,I1,T26,16(F3.0))
****************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  1
****************************************************************************************************
  SOURCES OF VARIATION    DF    SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
****************************************************************************************************
     BETWEEN GROUPS       5.         12.8984           2.5797       .5286       .0000

     WITHIN GROUPS     1054.       5143.7188           4.8802

     TOTAL             1059.       5156.6172
****************************************************************************************************
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************
 MEAN     7.63    7.56    7.77    7.57    7.79    7.49

 STDV     2.21    2.08    2.37    2.36    2.07    2.21

    N     187     172     149     168     224     160
****************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************

    1      .00     .02     .06     .02     .10     .07

    2      .02     .00     .14     .00     .21     .02

    3      .06     .14     .00     .13     .00     .24

    4      .02     .00     .13     .00     .19     .02

    5      .10     .21     .00     .19     .00     .34

    6      .07     .02     .24     .02     .34     .00
****************************************************************************************************
```

```
************************************************************************************************
   TITLE    16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                N =  1060.
************************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  2
************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES   F-RATIO   OMEGA-SQUARED
************************************************************************************************
      BETWEEN GROUPS        5.          32.2734           6.4547     2.7285       .0081

      WITHIN GROUPS      1054.        2493.3711           2.3656

      TOTAL              1059.        2525.6445
************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
************************************************************************************************
 MEAN      3.84    4.05    4.23    3.79    3.70    3.82

 STDV      1.40    1.61    1.52    1.53    1.58    1.57

    N     187     172     149     168     224     160
************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
************************************************************************************************

    1       .00     .31    1.03     .03     .18     .00

    2       .31     .00     .22     .49     .98     .36

    3      1.03     .22     .00    1.31    2.10    1.09

    4       .03     .49    1.31     .00     .06     .01

    5       .18     .98    2.10     .06     .00     .11

    6       .00     .36    1.09     .01     .11     .00
************************************************************************************************
```

```
*********************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)              N =  1060.

*********************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
*********************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  3
*********************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES    MEAN SQUARES    F-RATIO   OMEGA-SQUARED
*********************************************************************************************
      BETWEEN GROUPS        5.          51.0234          10.2047      1.8508       .0040

      WITHIN GROUPS      1054.        5811.4883           5.5137

      TOTAL              1059.        5862.5117
*********************************************************************************************
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*********************************************************************************************
  MEAN      5.88    6.10    6.41    6.33    6.50    6.36

  STDV      2.29    2.32    2.41    2.34    2.37    2.38

     N     187     172     149     168     224     160
*********************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*********************************************************************************************

     1       .00     .16     .85     .65    1.46     .74

     2       .16     .00     .28     .16     .58     .21

     3       .85     .28     .00     .02     .03     .01

     4       .65     .16     .02     .00     .11     .00

     5      1.46     .58     .03     .11     .00     .07

     6       .74     .21     .01     .00     .07     .00
*********************************************************************************************
```

```
*******************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)          N =  1060.
*******************************************************************************************
  DATA FORMAT    (T18,I1,T26,16(F3.0))
*******************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  4
*******************************************************************************************
  SOURCES OF VARIATION   DF    SUMS OF SQUARES     MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*******************************************************************************************
     BETWEEN GROUPS       5.          27.9609             5.5922     1.1516        .0007

     WITHIN GROUPS     1054.        5118.1953             4.8560

     TOTAL             1059.        5146.1562
*******************************************************************************************
 GROUP      1      2      3      4      5      6      7      8      9     10     11     12
*******************************************************************************************
 MEAN     4.98   5.03   4.74   5.21   4.76   5.01

 STDV     2.18   2.28   2.12   2.33   2.18   2.12

    N    187    172    149    168    224    160
*******************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1      2      3      4      5      6      7      8      9     10     11     12
*******************************************************************************************

    1      .00    .01    .20    .19    .20    .00

    2      .01    .00    .29    .11    .31    .00

    3      .20    .29    .00    .72    .00    .23

    4      .19    .11    .72    .00    .80    .14

    5      .20    .31    .00    .80    .00    .24

    6      .00    .00    .23    .14    .24    .00
*******************************************************************************************
```

41

```
**********************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)            N =  1060.

**********************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
**********************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  5
**********************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
**********************************************************************************************
      BETWEEN GROUPS        5.          20.5625              4.1125        .9322       .0000

      WITHIN GROUPS     1054.         4649.6836              4.4115

      TOTAL             1059.         4670.2461
**********************************************************************************************
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
**********************************************************************************************
  MEAN     6.71    6.63    6.61    6.89    6.54    6.42
   42
  STDV     2.06    2.27    1.87    2.04    2.18    2.08

     N    187     172     149     168     224     160
**********************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
**********************************************************************************************

     1      .00     .02     .03     .13     .12     .31

     2      .02     .00     .00     .25     .04     .16

     3      .03     .00     .00     .27     .02     .12

     4      .13     .25     .27     .00     .51     .79

     5      .12     .04     .02     .51     .00     .06

     6      .31     .16     .12     .79     .06     .00
**********************************************************************************************
```

```
*****************************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                  N =  1060.

*****************************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
*****************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  6
*****************************************************************************************************
   SOURCES OF VARIATION   DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
*****************************************************************************************************
      BETWEEN GROUPS       5.          24.5625            4.9125      1.2292        .0011

      WITHIN GROUPS     1054.        4212.1875            3.9964

      TOTAL             1059.        4236.7500
*****************************************************************************************************
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*****************************************************************************************************
  MEAN       8.36     7.93     8.17     8.33     8.13     8.02
   43
  STDV       2.04     2.14     1.92     1.88     2.01     1.98

     N     187      172      149      168      224      160
*****************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*****************************************************************************************************

     1        .00      .82      .15      .00      .27      .50

     2        .82      .00      .23      .67      .19      .03

     3        .15      .23      .00      .10      .01      .09

     4        .00      .67      .10      .00      .19      .39

     5        .27      .19      .01      .19      .00      .06

     6        .50      .03      .09      .39      .06      .00
*****************************************************************************************************
```

```
*******************************************************************************************************

   TITLE    16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                     N =  1060.

*******************************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
*******************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  7
*******************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
*******************************************************************************************************
     BETWEEN GROUPS          5.          6.9375             1.3875        .1954       .0000

     WITHIN GROUPS        1054.       7483.2305             7.0998

     TOTAL                1059.       7490.1680
*******************************************************************************************************
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*******************************************************************************************************
  MEAN      6.01     5.98     5.91     5.83     5.79     5.88

  STDV      2.56     2.81     2.42     2.64     2.80     2.67

     N     187      172      149      168      224      160
*******************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*******************************************************************************************************

     1       .00      .00      .02      .08      .14      .04

     2       .00      .00      .01      .05      .10      .02

     3       .02      .01      .00      .02      .04      .00

     4       .08      .05      .02      .00      .00      .01

     5       .14      .10      .04      .00      .00      .02

     6       .04      .02      .00      .01      .02      .00
*******************************************************************************************************
```

```
**************************************************************************************************

  TITLE   16PFC NORMATIVE DATA=ENTRY=RAW: NORMATIVE BY STATE (6 GROUP)                 N =  1060.

**************************************************************************************************
  DATA FORMAT    (T18,I1,T26,16(F3.0))
**************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  8
**************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F=RATIO   OMEGA=SQUARED
**************************************************************************************************
     BETWEEN GROUPS       5.          35.9766            7.1953      1.3795       .0018

     WITHIN GROUPS     1054.        5497.6641            5.2160

     TOTAL             1059.        5533.6406
**************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************
 MEAN      5.44    5.32    5.59    5.33    5.80    5.67

 STDV      2.08    2.40    2.66    2.11    2.17    2.34

   N      187     172     149     168     224     160
**************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************

    1      .00     .05     .07     .05     .49     .18

    2      .05     .00     .22     .00     .86     .40

    3      .07     .22     .00     .21     .15     .02

    4      .05     .00     .21     .00     .82     .38

    5      .49     .86     .15     .82     .00     .06

    6      .18     .40     .02     .38     .06     .00
**************************************************************************************************
```

```
**********************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                N =  1060.

**********************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
**********************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  9
**********************************************************************************************
   SOURCES OF VARIATION   DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO    OMEGA-SQUARED
**********************************************************************************************
      BETWEEN GROUPS       5.          44.1289            8.8258      2.4694        .0069

      WITHIN GROUPS     1054.        3767.0820            3.5741

      TOTAL             1059.        3811.2109
**********************************************************************************************
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
**********************************************************************************************
 MEAN     5.53    5.47    4.92    5.16    5.20    5.11
  46
 STDV     1.79    2.21    1.72    1.68    2.01    1.81

    N    187     172     149     168     224     160
**********************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
**********************************************************************************************

    1      .00     .02    1.73     .67     .62     .84

    2      .02     .00    1.36     .46     .40     .60

    3     1.73    1.36     .00     .26     .40     .16

    4      .67     .46     .26     .00     .01     .01

    5      .62     .40     .40     .01     .00     .04

    6      .84     .60     .16     .01     .04     .00
**********************************************************************************************
```

```
*******************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)               N =  1060.
*******************************************************************************************
  DATA FORMAT    (T18,I1,T26,16(F3.0))
*******************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 10
*******************************************************************************************
  SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*******************************************************************************************
     BETWEEN GROUPS       5.         24.8594             4.9719     1.2870       .0014

     WITHIN GROUPS     1054.       4071.8086             3.8632

     TOTAL             1059.       4096.6680
*******************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*******************************************************************************************
 MEAN      4.87    4.51    4.95    4.79    4.87    4.65
 47
 STDV      1.89    2.02    1.99    1.94    1.97    2.00

    N     187     172     149     168     224     160
*******************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*******************************************************************************************

    1       .00     .58     .06     .03     .00     .21

    2       .58     .00     .93     .33     .67     .08

    3       .06     .93     .00     .16     .06     .45

    4       .03     .33     .16     .00     .04     .08

    5       .00     .67     .06     .04     .00     .24

    6       .21     .08     .45     .08     .24     .00
*******************************************************************************************
```

```
**************************************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                          N =  1060.

**************************************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
**************************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 11
**************************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
**************************************************************************************************************
      BETWEEN GROUPS       5.          5.6602            1.1320        .2700        .0000

      WITHIN GROUPS     1054.       4418.3398            4.1920

      TOTAL             1059.       4424.0000
**************************************************************************************************************
 GROUP       1        2        3        4        5        6        7        8        9       10       11       12
**************************************************************************************************************
 MEAN      4.99     4.88     5.13     4.96     4.99     5.05

 STDV      2.08     2.08     1.99     1.98     2.16     1.94

    N     187      172      149      168      224      160
**************************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1        2        3        4        5        6        7        8        9       10       11       12
**************************************************************************************************************

    1       .00      .05      .08      .00      .00      .01

    2       .05      .00      .24      .03      .05      .11

    3       .08      .24      .00      .11      .09      .03

    4       .00      .03      .11      .00      .00      .03

    5       .00      .05      .09      .00      .00      .02

    6       .01      .11      .03      .03      .02      .00
**************************************************************************************************************
```

```
*************************************************************************************************************

   TITLE    16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                       N =  1060.

*************************************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
*************************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 12
*************************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*************************************************************************************************************
      BETWEEN GROUPS        5.         40.5664             8.1133      1.1239       .0006

      WITHIN GROUPS      1054.       7608.9453             7.2191

      TOTAL              1059.       7649.5117
*************************************************************************************************************
 GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*************************************************************************************************************
 MEAN       6.89     7.16     6.71     6.66     6.57     6.80

 STDV       2.62     2.57     2.60     2.62     2.77     2.90

    N     187      172      149      168      224      160
*************************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*************************************************************************************************************

    1        .00      .19      .07      .13      .29      .02

    2        .19      .00      .45      .59      .96      .30

    3        .07      .45      .00      .01      .05      .02

    4        .13      .59      .01      .00      .02      .04

    5        .29      .96      .05      .02      .00      .14

    6        .02      .30      .02      .04      .14      .00
*************************************************************************************************************
```

449

```
*****************************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW! NORMATIVE BY STATE (6 GROUP)                   N =  1060.

*****************************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
*****************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 13
*****************************************************************************************************
   SOURCES OF VARIATION   DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
*****************************************************************************************************
      BETWEEN GROUPS       5.           7.9219           1.5844       .3208       .0000

      WITHIN GROUPS    1054.        5205.4727           4.9388

      TOTAL            1059.        5213.3945
*****************************************************************************************************
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************
  MEAN      6.32    6.21    6.03    6.20    6.25    6.15
  50
  STDV      2.13    2.24    2.10    2.24    2.26    2.34

     N     187     172     149     168     224     160
*****************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************

     1       .00     .05     .28     .06     .02     .10

     2       .05     .00     .10     .00     .01     .01

     3       .28     .10     .00     .08     .18     .04

     4       .06     .00     .08     .00     .01     .01

     5       .02     .01     .18     .01     .00     .04

     6       .10     .01     .04     .01     .04     .00
*****************************************************************************************************
```

```
*************************************************************************************************
   TITLE    16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                N =  1060.
*************************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
*************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 14
*************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO    OMEGA-SQUARED
*************************************************************************************************
      BETWEEN GROUPS        5.          32.9297            6.5859      1.3458        .0016

      WITHIN GROUPS      1054.        5157.9961            4.8937

      TOTAL              1059.        5190.9258
*************************************************************************************************
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*************************************************************************************************
  MEAN      4.82     5.03     4.47     4.62     4.89     4.82

  STDV      2.02     2.46     2.12     2.17     2.19     2.30

     N     187      172      149      168      224      160
*************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*************************************************************************************************

     1       .00      .16      .42      .14      .02      .00

     2       .16      .00     1.04      .58      .08      .15

     3       .42     1.04      .00      .08      .65      .40

     4       .14      .58      .08      .00      .28      .13

     5       .02      .08      .65      .28      .00      .02

     6       .00      .15      .40      .13      .02      .00
*************************************************************************************************
```

```
*******************************************************************************************************

   TITLE    16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                        N =  1060.

*******************************************************************************************************
   DATA FORMAT    (T18,I1,T26,16(F3.0))
*******************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 15
*******************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO    OMEGA-SQUARED
*******************************************************************************************************
      BETWEEN GROUPS        5.          37.3828             7.4766      2.0041         .0047

      WITHIN GROUPS      1054.        3932.1289             3.7307

      TOTAL              1059.        3969.5117
*******************************************************************************************************
  GROUP        1         2         3         4         5         6         7         8         9        10        11        12
*******************************************************************************************************
  MEAN       7.13      6.87      7.39      7.20      7.43      7.20

  STDV       1.93      1.82      1.97      1.93      1.87      2.09

     N    187       172       149       168       224       160
*******************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1         2         3         4         5         6         7         8         9        10        11        12
*******************************************************************************************************

     1        .00       .34       .29       .02       .49       .02

     2        .34       .00      1.17       .50      1.68       .49

     3        .29      1.17       .00       .16       .01       .15

     4        .02       .50       .16       .00       .29       .00

     5        .49      1.68       .01       .29       .00       .27

     6        .02       .49       .15       .00       .27       .00
*******************************************************************************************************
```

```
*****************************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE BY STATE (6 GROUP)                    N =  1060.
*****************************************************************************************************
  DATA FORMAT    (T18,I1,T26,16(F3.0))
*****************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 16
*****************************************************************************************************
  SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
*****************************************************************************************************
     BETWEEN GROUPS        5.        121.7500           24.3500       4.3001        .0153

     WITHIN GROUPS      1054.       5968.3828            5.6626

     TOTAL              1059.       6090.1328
*****************************************************************************************************
GROUP       1        2        3        4        5        6        7        8        9       10       11       12
*****************************************************************************************************
MEAN      6.67     7.26     7.01     6.65     6.25     6.46

STDV      2.32     2.17     2.39     2.29     2.49     2.58

   N    187      172      149      168      224      160
*****************************************************************************************************
SCHEFFE TEST FOR MULTIPLE COMPARISONS
GROUP       1        2        3        4        5        6        7        8        9       10       11       12
*****************************************************************************************************

   1       .00     1.07      .34      .00      .63      .14

   2      1.07      .00      .17     1.11     3.45     1.84

   3       .34      .17      .00      .37     1.82      .83

   4       .00     1.11      .37      .00      .53      .10

   5       .63     3.45     1.82      .53      .00      .14

   6       .14     1.84      .83      .10      .14      .00
*****************************************************************************************************
```

Table II.6

16PF Entry Scores by Minority

	No.	16PF Factor
Criterion List	1	A
	2	B
	3	C
	4	E
	5	F
	6	G
	7	H
	8	I
	9	L
	10	M
	11	N
	12	O
	13	Q_1
	14	Q_2
	15	Q_3
	16	Q_4

	No.	Minority
Groups are Minority	1	Caucasian
	2	Indian
	3	Chicano

Statistical Significance, $p \leqslant 0.05$, df = 2,1034, is $F \geqslant 3.02$.

```
************************************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                      N =  1037.
************************************************************************************************************
   DATA FORMAT    (T20,I1,T26,16F3.0)
************************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  1
************************************************************************************************************
   SOURCES OF VARIATION   DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO    OMEGA-SQUARED
************************************************************************************************************
      BETWEEN GROUPS        2.          4.0039            2.0020       .4098       .0000

      WITHIN GROUPS      1034.       5051.4062            4.8853

      TOTAL              1036.       5055.4102
************************************************************************************************************
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
************************************************************************************************************
  MEAN      7.66     7.47     7.79

  STDV      2.22     2.28     1.96

     N       896       94       47
************************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
************************************************************************************************************

     1       .00      .31      .08

     2       .31      .00      .33

     3       .08      .33      .00
************************************************************************************************************
```

```
**********************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                 N =  1037.
**********************************************************************************************
  DATA FORMAT   (T20,I1,T26,16F3.0)
**********************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  2
**********************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
**********************************************************************************************
    BETWEEN GROUPS      2.          54.0859          27.0430    11.5917       .0200

    WITHIN GROUPS     1034.       2412.2852           2.3330

    TOTAL             1036.       2466.3711
**********************************************************************************************
 GROUP      1      2      3      4      5      6      7      8      9     10     11     12
**********************************************************************************************
 MEAN     3.99   3.37   3.23
 56
 STDV     1.52   1.59   1.48

   N      896     94     47
**********************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1      2      3      4      5      6      7      8      9     10     11     12
**********************************************************************************************

   1       .00   6.93   5.45

   2      6.93    .00    .13

   3      5.45    .13    .00
**********************************************************************************************
```

```
*****************************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                N =  1037.

*****************************************************************************************************
   DATA FORMAT   (T20,I1,T26,16F3.0)
*****************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  3
*****************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*****************************************************************************************************
      BETWEEN GROUPS        2.          41.6680           20.8340      3.7793        .0053

      WITHIN GROUPS      1034.        5700.1406            5.5127

      TOTAL              1036.        5741.8086
*****************************************************************************************************
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************
  MEAN      6.20    6.26    7.17

  STDV      2.34    2.36    2.38

     N     896      94      47
*****************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************

     1       .00     .02    3.78

     2       .02     .00    2.38

     3      3.78    2.38     .00
*****************************************************************************************************
```

```
**************************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                N =  1037.
**************************************************************************************************
   DATA FORMAT   (T20,I1,T26,16F3.0)
**************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  4
**************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
**************************************************************************************************
      BETWEEN GROUPS        2.        62.9297          31.4648     6.5118        .0105

      WITHIN GROUPS      1034.      4996.2695           4.8320

      TOTAL              1036.      5059.1992
**************************************************************************************************
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************
 MEAN      5.04    4.27    4.47

 STDV      2.23    2.02    1.98

    N     896      94      47
**************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************

    1       .00    5.34    1.54

    2      5.34     .00     .13

    3      1.54     .13     .00
**************************************************************************************************
```

```
*******************************************************************************************

  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)              N =  1037.

*******************************************************************************************
  DATA FORMAT   (T20,I1,T26,16F3.0)
*******************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  5
*******************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F.RATIO   OMEGA.SQUARED
*******************************************************************************************
     BETWEEN GROUPS      2.          82.9219          41.4609    9.5610       .0162

     WITHIN GROUPS    1034.        4483.9180           4.3365

     TOTAL            1036.        4566.8398
*******************************************************************************************
 GROUP      1      2      3      4      5      6      7      8      9     10     11     12
*******************************************************************************************
 MEAN     6.74   5.77   6.45

 STDV     2.12   1.86   1.84

    N     896     94     47
*******************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1      2      3      4      5      6      7      8      9     10     11     12
*******************************************************************************************

    1      .00   9.35    .45

    2     9.35    .00   1.67

    3      .45   1.67    .00
*******************************************************************************************
```

```
**************************************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                          N =  1037.
**************************************************************************************************************
  DATA FORMAT   (T20,I1,T26,16F3.0)
**************************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  6
**************************************************************************************************************
  SOURCES OF VARIATION    DF    SUMS OF SQUARES    MEAN SQUARES    F-RATIO    OMEGA-SQUARED
**************************************************************************************************************
     BETWEEN GROUPS        2.          32.7500          16.3750       4.1385        .0060

     WITHIN GROUPS      1034.        4091.3125           3.9568

     TOTAL              1036.        4124.0625
**************************************************************************************************************
 GROUP       1        2        3        4        5        6        7        8        9       10       11       12
**************************************************************************************************************
 MEAN      8.08     8.61     8.60

 STDV      2.00     1.99     1.65

    N      896       94       47
**************************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1        2        3        4        5        6        7        8        9       10       11       12
**************************************************************************************************************

    1       .00     2.92     1.47

    2      2.92      .00      .00

    3      1.47      .00      .00
**************************************************************************************************************
```

```
**************************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                 N =  1037.
**************************************************************************************************
  DATA FORMAT   (T20,I1,T26,16F3.0)
**************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  7
**************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
**************************************************************************************************
     BETWEEN GROUPS        2.         30.4922           15.2461     2.1587       .0022

     WITHIN GROUPS     1034.       7302.8789            7.0627

     TOTAL             1036.       7333.3711
**************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************
 MEAN      5.97    5.37    5.91

 STDV      2.69    2.47    2.32

   N       896      94      47
**************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************

    1        .00    2.16     .01

    2       2.16     .00     .65

    3        .01     .65     .00
**************************************************************************************************
```

```
****************************************************************************************************

  TITLE   16PFC NORMATIVE DATA-ENTR -RAW:  NORMATIVE MINORITY (3 GROUPS)                 N =  1037.

****************************************************************************************************
  DATA FORMAT    (T20,I1,T26,16F3.0)
****************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  8
****************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
****************************************************************************************************
     BETWEEN GROUPS       2.          19.3008            9.6504     1.8345       .0016

     WITHIN GROUPS     1034.        5439.4180            5.2606

     TOTAL             1036.        5458.7188
****************************************************************************************************
 GROUP        1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************
 MEAN      5.57    5.10    5.47

 STDV      2.32    2.24    1.93

    N     896      94      47
****************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP        1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************

    1       .00    1.82     .04

    2      1.82     .00     .41

    3       .04     .41     .00
****************************************************************************************************
```

62

```
*****************************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                  N =  1037.
*****************************************************************************************************
  DATA FORMAT   (T20,I1,T26,16F3.0)
*****************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  9
*****************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*****************************************************************************************************
     BETWEEN GROUPS       2.            .2305            .1152     .0317     .0000

     WITHIN GROUPS     1034.        3758.4648           3.6349

     TOTAL             1036.        3758.6953
*****************************************************************************************************
 GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*****************************************************************************************************
 MEAN       5.24     5.24     5.17
63
 STDV       1.88     2.00     2.26

   N        896       94       47
*****************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP        1        2        3        4        5        6        7        8        9       10       11       12
*****************************************************************************************************

    1        .00      .00      .03

    2        .00      .00      .02

    3        .03      .02      .00
*****************************************************************************************************
```

```
************************************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                        N =  1037.
************************************************************************************************************
   DATA FORMAT    (T20,I1,T26,16F3.0)
************************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 10
************************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
************************************************************************************************************
      BETWEEN GROUPS       2.         20.6875          10.3437     2.7040       .0033

      WITHIN GROUPS     1034.       3955.4844           3.8254

      TOTAL             1036.       3976.1719
************************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
************************************************************************************************************
 MEAN      4.79    4.34    5.02

 STDV      1.96    2.04    1.74

    N      896      94      47
************************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
************************************************************************************************************

    1       .00    2.27     .31

    2      2.27     .00    1.90

    3       .31    1.90     .00
************************************************************************************************************
```

```
**********************************************************************************************************
   TITLE    16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                    N =  1037.
**********************************************************************************************************
   DATA FORMAT    (T20,I1,T26,16F3.0)
**********************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 11
**********************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
**********************************************************************************************************
      BETWEEN GROUPS        2.          33.3672          16.6836       3.9982       .0057

      WITHIN GROUPS      1034.        4314.6328           4.1728

      TOTAL              1036.        4348.0000
**********************************************************************************************************
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
**********************************************************************************************************
  MEAN       4.93     5.49     5.36

  STDV       2.05     2.06     1.76

     N     896       94       47
**********************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1        2        3        4        5        6        7        8        9       10       11       12
**********************************************************************************************************

     1        .00     3.22     1.01

     2       3.22      .00      .06

     3       1.01      .06      .00
**********************************************************************************************************
```

```
**********************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)              N =  1037.
**********************************************************************************************
   DATA FORMAT    (T20,I1,T26,16F3.0)
**********************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 12
**********************************************************************************************
   SOURCES OF VARIATION   DF    SUMS OF SQUARES     MEAN SQUARES   F-RATIO   OMEGA-SQUARED
**********************************************************************************************
      BETWEEN GROUPS       2.             .1445             .0723      .0100       .0000

      WITHIN GROUPS     1034.         7437.1094            7.1926

      TOTAL             1036.         7437.2539
**********************************************************************************************
  GROUP         1        2        3        4        5        6        7        8        9       10       11       12
**********************************************************************************************
  MEAN       6.79     6.83     6.81

  STDV       2.72     2.36     2.48

     N        896       94       47
**********************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP         1        2        3        4        5        6        7        8        9       10       11       12
**********************************************************************************************

     1        .00      .01      .00

     2        .01      .00      .00

     3        .00      .00      .00
**********************************************************************************************
```

```
****************************************************************************************************
 TITLE   16PFC NØRMATIVE DATA-ENTRY-RAW:  NØRMATIVE MINØRITY (3 GRØUPS)                  N =  1037.
****************************************************************************************************
  DATA FØRMAT   (T20,I1,T26,16F3.0)
****************************************************************************************************
  ANALYSIS ØF VARIANCE -- CRITERIØN VARIABLE NØ. 13
****************************************************************************************************
  SØURCES ØF VARIATIØN   DF   SUMS ØF SQUARES    MEAN SQUARES   F.RATIØ   ØMEGA.SQUARED
****************************************************************************************************
     BETWEEN GRØUPS       2.         32.0117           16.0059      3.2438       .0043

     WITHIN GRØUPS     1034.       5102.0586            4.9343

     TØTAL             1036.       5134.0703
****************************************************************************************************
GRØUP       1        2        3        4        5        6        7        8        9       10       11       12
****************************************************************************************************
MEAN      6.24     5.68     6.53

STDV      2.26     1.99     1.89

  N      896       94       47
****************************************************************************************************
SCHEFFE TEST FØR MULTIPLE CØMPARISØNS
GRØUP       1        2        3        4        5        6        7        8        9       10       11       12
****************************************************************************************************

   1       .00     2.71      .38

   2      2.71      .00     2.30

   3       .38     2.30      .00
****************************************************************************************************
```

```
**************************************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                          N =  1037.

**************************************************************************************************************
   DATA FORMAT   (T20,I1,T26,16F3.0)
**************************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 14
**************************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
**************************************************************************************************************
      BETWEEN GROUPS       2.        33.0312          16.5156      3.3698       .0045

      WITHIN GROUPS     1034.      5067.7266           4.9011

      TOTAL             1036.      5100.7578
**************************************************************************************************************
 GROUP       1        2        3        4        5        6        7        8        9       10       11       12
**************************************************************************************************************
 MEAN      4.72     5.15     5.38

 STDV      2.23     2.02     2.25

    N      896       94       47
**************************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1        2        3        4        5        6        7        8        9       10       11       12
**************************************************************************************************************

    1       .00     1.60     2.00

    2      1.60      .00      .18

    3      2.00      .18      .00
**************************************************************************************************************
```

```
*****************************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)                N =  1037.
*****************************************************************************************************
   DATA FORMAT    (T20,I1,T26,16F3.0)
*****************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 15
*****************************************************************************************************
   SOURCES OF VARIATION   DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO   OMEGA-SQUARED
*****************************************************************************************************
       BETWEEN GROUPS        2.           5.5781              2.7891        .7397        .0000

       WITHIN GROUPS      1034.        3898.8516              3.7706

       TOTAL              1036.        3904.4297
*****************************************************************************************************
  GROUP        1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************
  MEAN      7.23    7.14    6.89

  STDV      1.96    1.81    1.93

     N.    896      94      47
*****************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************

     1       .00     .10     .67

     2       .10     .00     .25

     3       .67     .25     .00
*****************************************************************************************************
```

```
*****************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW:  NORMATIVE MINORITY (3 GROUPS)          N =  1037.
*****************************************************************************************
  DATA FORMAT   (T20,I1,T26,16F3.0)
*****************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 16
*****************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*****************************************************************************************
     BETWEEN GROUPS       2.        38.9805          19.4902      3.4181       .0046

     WITHIN GROUPS     1034.      5895.9102           5.7020

     TOTAL             1036.      5934.8906
*****************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************
 MEAN      6.77    6.10    6.68

 STDV      2.39    2.18    2.70

   N     896      94      47
*****************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************

   1        .00    3.41     .03

   2       3.41     .00     .94

   3        .03     .94     .00
*****************************************************************************************
```

Table II.7

16PF Entry Scores by Sex by Minority

	No.	16PF Factor
Criterion List	1	A
	2	B
	3	C
	4	E
	5	F
	6	G
	7	H
	8	I
	9	L
	10	M
	11	N
	12	O
	13	Q_1
	14	Q_2
	15	Q_3
	16	Q_4

	No.	Sex	Minority
Groups are Sex by Minority	1	Male	Caucasian
	2	Male	Indian
	3	Male	Chicano
	4	Female	Caucasian
	5	Female	Indian
	6	Female	Chicano

Statistical Significance, $p \leq 0.05$, df = 5,1031, is $F \geq 2.22$.

```
************************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)           N =  1037.
************************************************************************************************
  DATA FORMAT   (T5,I1,T20,I1,T26,16F3.0)
************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  1
************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
************************************************************************************************
     BETWEEN GROUPS       5.         87.6836            17.5367      3.6396       .0126

     WITHIN GROUPS     1031.       4967.7266             4.8184

     TOTAL             1036.       5055.4102
************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
************************************************************************************************
 MEAN     7.32    7.68    8.05    7.92    7.32    7.58
72
 STDV     2.17    2.48    2.20    2.22    2.13    1.75

   N      392      38      21     504      56      26
************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
************************************************************************************************

   1       .00     .19     .44    3.24     .00     .07

   2       .19     .00     .07     .08     .12     .01

   3       .44     .07     .00     .01     .33     .11

   4      3.24     .08     .01     .00     .74     .12

   5       .00     .12     .33     .74     .00     .05

   6       .07     .01     .11     .12     .05     .00
************************************************************************************************
```

```
***********************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)          N =  1037.
***********************************************************************************************
  DATA FORMAT    (T5,I1,T20,I1,T26,16F3.0)
***********************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  2
***********************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
***********************************************************************************************
     BETWEEN GROUPS        5.       67.8437           13.5687      5.8325      .0228

     WITHIN GROUPS      1031.     2398.5273            2.3264

     TOTAL              1036.     2466.3711
***********************************************************************************************
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
***********************************************************************************************
 MEAN      3.86    3.45    3.05    4.09    3.32    3.38

 STDV      1.61    1.67    1.14    1.45    1.54    1.70

   N      392     38      21      504     56      26
***********************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
***********************************************************************************************

    1       .00     .50    1.12    1.04    1.21     .47

    2       .50     .00     .19    1.26     .03     .01

    3      1.12     .19     .00    1.89     .10     .11

    4      1.04    1.26    1.89     .00    2.57    1.06

    5      1.21     .03     .10    2.57     .00     .01

    6       .47     .01     .11    1.06     .01     .00
***********************************************************************************************
```

```
*******************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)      N =  1037.
*******************************************************************************************
  DATA FORMAT   (T5,I1,T20,I1,T26,16F3.0)
*******************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  3
*******************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*******************************************************************************************
     BETWEEN GROUPS       5.        163.2500          32.6500      6.0342       .0237

     WITHIN GROUPS     1031.       5578.5586           5.4108

     TOTAL             1036.       5741.8086
*******************************************************************************************
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*******************************************************************************************
 MEAN      6.56    6.95    7.52    5.93    5.79    6.88
 74
 STDV      2.26    2.14    2.27    2.37    2.41    2.47

   N      392     38      21     504      56      26
*******************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*******************************************************************************************

    1      .00     .20     .69    3.19    1.07     .10

    2      .20     .00     .17    1.35    1.13     .00

    3      .69     .17     .00    1.89    1.71     .18

    4     3.19    1.35    1.89     .00     .04     .83

    5     1.07    1.13    1.71     .04     .00     .79

    6      .10     .00     .18     .83     .79     .00
*******************************************************************************************
```

```
****************************************************************************************************

  TITLE    16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)              N =  1037.

****************************************************************************************************
  DATA FORMAT    (T5,I1,T20,I1,T26,16F3.0)
****************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  4
****************************************************************************************************
  SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO    OMEGA-SQUARED
****************************************************************************************************
     BETWEEN GROUPS        5.        332.2227           66.4445      14.4922        .0611

     WITHIN GROUPS     1031.       4726.9766            4.5848

     TOTAL             1036.       5059.1992
****************************************************************************************************
 GROUP        1        2        3        4        5        6        7        8        9       10       11       12
****************************************************************************************************
 MEAN       5.65     4.74     4.67     4.58     3.95     4.31
 75
 STDV       2.18     2.24     2.20     2.15     1.81     1.81

    N      392       38       21      504       56       26
****************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP        1        2        3        4        5        6        7        8        9       10       11       12
****************************************************************************************************

     1       .00     1.25      .84    11.07     6.19     1.91

     2      1.25      .00      .00      .04      .62      .12

     3       .84      .00      .00      .01      .35      .07

     4     11.07      .04      .01      .00      .87      .08

     5      6.19      .62      .35      .87      .00      .10

     6      1.91      .12      .07      .08      .10      .00
****************************************************************************************************
```

```
*****************************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)              N =  1037.
*****************************************************************************************************
  DATA FORMAT   (T5,I1,T20,I1,T26,16F3.0)
*****************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  5
*****************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*****************************************************************************************************
     BETWEEN GROUPS      5.        139.8359          27.9672       6.5132       .0259

     WITHIN GROUPS    1031.       4427.0039           4.2939

     TOTAL            1036.       4566.8398
*****************************************************************************************************
 GROUP      1      2      3      4      5      6      7      8      9     10     11     12
*****************************************************************************************************
 MEAN     6.98   6.26   6.38   6.55   5.43   6.50

 STDV     2.06   2.02   2.33   2.14   1.68   1.36

   N     392     38     21    504     56     26
*****************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP      1      2      3      4      5      6      7      8      9     10     11     12
*****************************************************************************************************

   1       .00    .84    .34   1.91   5.53    .27

   2       .84    .00    .01    .14    .73    .04

   3       .34    .01    .00    .03    .65    .01

   4      1.91    .14    .03    .00   2.97    .00

   5      5.53    .73    .65   2.97    .00    .95

   6       .27    .04    .01    .00    .95    .00
*****************************************************************************************************
```

```
*****************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)       N =  1037.
*****************************************************************************************
   DATA FORMAT    (T5,I1,T20,I1,T26,16F3.0)
*****************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  6
*****************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*****************************************************************************************
      BETWEEN GROUPS       5.       35.8125            7.1625      1.8063       .0039

      WITHIN GROUPS     1031.     4088.2500            3.9653

      TOTAL             1036.     4124.0625
*****************************************************************************************
  GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************
  MEAN     8.03    8.71    8.71    8.13    8.54    8.50

  STDV     2.03    2.01    1.55    1.99    1.99    1.75

     N     392     38      21      504     56      26
*****************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************

     1      .00     .80     .47     .09     .62     .27

     2      .80     .00     .00     .61     .03     .03

     3      .47     .00     .00     .35     .02     .03

     4      .09     .61     .35     .00     .43     .18

     5      .62     .03     .02     .43     .00     .00

     6      .27     .03     .03     .18     .00     .00
*****************************************************************************************
```

```
****************************************************************************************************

  TITLE   16PFC NØRMATIVE DATA-ENTRY-RAW: NØRMATIVE SEX X MINØRITY (6 GRØUPS)          N =  1037.

****************************************************************************************************
  DATA FØRMAT    (T5,I1,T20,I1,T26,16F3.0)
****************************************************************************************************
  ANALYSIS ØF VARIANCE -- CRITERIØN VARIABLE NØ.  7
****************************************************************************************************
  SØURCES ØF VARIATIØN   DF   SUMS ØF SQUARES    MEAN SQUARES   F-RATIØ   ØMEGA-SQUARED
****************************************************************************************************
     BETWEEN GRØUPS       5.        240.9023           48.1805      7.0038        .0281

     WITHIN GRØUPS     1031.       7092.4687            6.8792

     TØTAL             1036.       7333.3711
****************************************************************************************************
 GRØUP       1        2        3        4        5        6        7        8        9       10       11       12
****************************************************************************************************
 MEAN      6.47     6.03     6.43     5.58     4.93     5.50

 STDV      2.54     2.44     2.25     2.75     2.40     2.34

    N     392       38       21      504       56       26
****************************************************************************************************
 SCHEFFE TEST FØR MULTIPLE CØMPARISØNS
 GRØUP       1        2        3        4        5        6        7        8        9       10       11       12
****************************************************************************************************

    1       .00      .20      .00     5.03     3.38      .67

    2       .20      .00      .06      .20      .79      .12

    3       .00      .06      .00      .42     1.00      .29

    4      5.03      .20      .42      .00      .63      .00

    5      3.38      .79     1.00      .63      .00      .17

    6       .67      .12      .29      .00      .17      .00
****************************************************************************************************
```

```
*****************************************************************************************************

   TITLE   16PFC NØRMATIVE DATA-ENTRY-RAW: NØRMATIVE SEX X MINØRITY (6 GRØUPS)              N =  1037.

*****************************************************************************************************
   DATA FØRMAT   (T5,I1,T20,I1,T26,16F3.0)
*****************************************************************************************************
   ANALYSIS ØF VARIANCE -- CRITERIØN VARIABLE NØ.  8
*****************************************************************************************************
   SØURCES ØF VARIATIØN   DF   SUMS ØF SQUARES   MEAN SQUARES   F-RATIØ   ØMEGA-SQUARED
*****************************************************************************************************
      BETWEEN GRØUPS        5.        954.4844          190.8969     43.6955       .1707

      WITHIN GRØUPS      1031.       4504.2344            4.3688

      TØTAL              1036.       5458.7188
*****************************************************************************************************
 GRØUP      1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************
 MEAN      4.52    3.61    4.71    6.39    6.11    6.08

 STDV      2.14    1.78    1.90    2.11    1.95    1.76

   N      392      38      21     504      56      26
*****************************************************************************************************
 SCHEFFE TEST FØR MULTIPLE CØMPARISØNS
 GRØUP      1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************

    1       .00    1.32     .04   35.34    5.67    2.71

    2      1.32     .00     .76   12.53    6.49    4.32

    3       .04     .76     .00    2.59    1.36     .99

    4     35.34   12.53    2.59     .00     .18     .11

    5      5.67    6.49    1.36     .18     .00     .00

    6      2.71    4.32     .99     .11     .00     .00
*****************************************************************************************************
```

```
*************************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)            N =  1037.

*************************************************************************************************
   DATA FORMAT   (T5,I1,T20,I1,T26,16F3.0)
*************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO.  9
*************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
*************************************************************************************************
      BETWEEN GROUPS       5.        15.0820             3.0164        .8307        .0000

      WITHIN GROUPS     1031.      3743.6133             3.6311

      TOTAL             1036.      3758.6953
*************************************************************************************************
  GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*************************************************************************************************
  MEAN     5.34    5.37    5.62    5.17    5.16    4.81
 80
  STDV     1.96    1.99    2.50    1.81    2.02    2.02

     N    392      38      21     504      56      26
*************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP      1       2       3       4       5       6       7       8       9      10      11      12
*************************************************************************************************

     1      .00     .00     .09     .34     .08     .38

     2      .00     .00     .05     .08     .05     .27

     3      .09     .05     .00     .23     .18     .42

     4      .34     .08     .23     .00     .00     .18

     5      .08     .05     .18     .00     .00     .12

     6      .38     .27     .42     .18     .12     .00
*************************************************************************************************
```

```
**************************************************************************************************

  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)                N =  1037.

**************************************************************************************************
  DATA FORMAT    (T5,I1,T20,I1,T26,16F3.0)
**************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 10
**************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
**************************************************************************************************
     BETWEEN GROUPS       5.         31.5000            6.3000      1.6466      .0031

     WITHIN GROUPS     1031.       3944.6719            3.8261

     TOTAL             1036.       3976.1719
**************************************************************************************************
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************
  MEAN      4.85    4.24    5.48    4.75    4.41    4.65

  STDV      1.96    2.06    1.63    1.96    2.04    1.77

   N        392     38      21      504     56      26
**************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************

     1       .00     .68     .41     .12     .49     .05

     2       .68     .00    1.09     .48     .04     .14

     3       .41    1.09     .00     .56     .91     .41

     4       .12     .48     .56     .00     .30     .01

     5       .49     .04     .91     .30     .00     .05

     6       .05     .14     .41     .01     .05     .00
**************************************************************************************************
```

```
***************************************************************************************************

  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)              N =  1037.

***************************************************************************************************
  DATA FORMAT    (T5,I1,T20,I1,T26,16F3.0)
***************************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 11
***************************************************************************************************
  SOURCES OF VARIATION   DF   SUMS OF SQUARES   MEAN SQUARES   F-RATIO   OMEGA-SQUARED
***************************************************************************************************
     BETWEEN GROUPS        5.       43.1406          8.6281      2.0664      .0051

     WITHIN GROUPS      1031.     4304.8594          4.1754

     TOTAL              1036.     4348.0000
***************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
***************************************************************************************************
 MEAN      4.84    5.42    5.05    5.00    5.54    5.62
 82
 STDV      1.59    2.10    1.63    2.10    2.04    1.86

   N       392     38      21      504     56      26
***************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
***************************************************************************************************

    1       .00     .57     .04     .27    1.15     .71

    2       .57     .00     .09     .30     .01     .03

    3       .04     .09     .00     .00     .17     .18

    4       .27     .30     .00     .00     .70     .45

    5      1.15     .01     .17     .70     .00     .01

    6       .71     .03     .18     .45     .01     .00
***************************************************************************************************
```

```
*****************************************************************************************************

   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)               N =  1037.

*****************************************************************************************************
   DATA FORMAT    (T5,I1,T20,I1,T26,16F3.0)
*****************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 12
*****************************************************************************************************
   SOURCES OF VARIATION    DF    SUMS OF SQUARES     MEAN SQUARES    F-RATIO    OMEGA-SQUARED
*****************************************************************************************************
      BETWEEN GROUPS        5.        600.5078          120.1016      18.1116        .0762

      WITHIN GROUPS      1031.       6836.7461            6.6312

      TOTAL              1036.       7437.2539
*****************************************************************************************************
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************
 MEAN      5.89    6.24    6.14    7.49    7.23    7.35
 83
 STDV      2.63    2.43    2.87    2.59    2.25    2.02

   N       392      38      21     504      56      26
*****************************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1       2       3       4       5       6       7       8       9      10      11      12
*****************************************************************************************************

     1      .00     .12     .04   16.92    2.65    1.55

     2      .12     .00     .00    1.67     .68     .57

     3      .04     .00     .00    1.10     .55     .51

     4    16.92    1.67    1.10     .00     .10     .02

     5     2.65     .68     .55     .10     .00     .01

     6     1.55     .57     .51     .02     .01     .00
*****************************************************************************************************
```

```
****************************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)              N =  1037.
****************************************************************************************************
   DATA FORMAT   (T5,I1,T20,I1,T26,16F3.0)
****************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 13
****************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
****************************************************************************************************
      BETWEEN GROUPS        5.       285.4023          57.0805     12.1373       .0510

      WITHIN GROUPS      1031.      4848.6680           4.7029

      TOTAL              1036.      5134.0703
****************************************************************************************************
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************
  MEAN      6.79    6.39    7.14    5.82    5.20    6.04
  84
  STDV      2.18    2.22    1.82    2.23    1.67    1.82

    N       392      38      21     504      56      26
****************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP       1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************

     1       .00     .23     .11    8.79    5.26     .58

     2       .23     .00     .32     .50    1.38     .08

     3       .11     .32     .00    1.51    2.46     .60

     4      8.79     .50    1.51     .00     .83     .05

     5      5.26    1.38    2.46     .83     .00     .54

     6       .58     .08     .60     .05     .54     .00
****************************************************************************************************
****************************************************************************************************
```

```
**************************************************************************************************************
   TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)                    N =  1037.
**************************************************************************************************************
   DATA FORMAT   (T5,I1,T20,I1,T26,16F3.0)
**************************************************************************************************************
   ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 14
**************************************************************************************************************
   SOURCES OF VARIATION   DF   SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
**************************************************************************************************************
      BETWEEN GROUPS        5.        91.6406          18.3281      3.7724      .0132

      WITHIN GROUPS    1031.      5009.1172           4.8585

      TOTAL            1036.      5100.7578
**************************************************************************************************************
  GROUP        1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************************
  MEAN       4.92    4.47    5.57    4.56    5.61    5.23

  STDV       2.27    2.10    2.40    2.19    1.85    2.16

    N        392      38      21     504      56      26
**************************************************************************************************************
  SCHEFFE TEST FOR MULTIPLE COMPARISONS
  GROUP        1       2       3       4       5       6       7       8       9      10      11      12
**************************************************************************************************************

    1         .00     .29     .35    1.16     .95     .10

    2         .29     .00     .67     .01    1.20     .36

    3         .35     .67     .00     .84     .00     .06

    4        1.16     .01     .84     .00    2.26     .45

    5         .95    1.20     .00    2.26     .00     .10

    6         .10     .36     .06     .45     .10     .00
**************************************************************************************************************
```

```
****************************************************************************************************

  TITLE   16PFC NØRMATIVE DATA-ENTRY-RAW: NØRMATIVE SEX X MINØRITY (6 GRØUPS)            N =  1037.

****************************************************************************************************
  DATA FØRMAT   (T5,I1,T20,I1,T26,16F3.0)
****************************************************************************************************
  ANALYSIS ØF VARIANCE -- CRITERIØN VARIABLE NØ. 15
****************************************************************************************************
  SØURCES ØF VARIATIØN   DF   SUMS ØF SQUARES    MEAN SQUARES   F-RATIØ   ØMEGA-SQUARED
****************************************************************************************************
     BETWEEN GRØUPS      5.        66.7070          13.3414      3.5842      .0123

     WITHIN GRØUPS    1031.      3837.7227           3.7223

     TØTAL            1036.      3904.4297
****************************************************************************************************
 GRØUP        1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************
 MEAN       7.50    7.37    7.33    7.02    6.98    6.54

 STDV       1.88    1.98    1.91    1.99    1.68    1.90

    N     392     38      21      504     56      26
****************************************************************************************************
 SCHEFFE TEST FØR MULTIPLE CØMPARISØNS
 GRØUP        1       2       3       4       5       6       7       8       9      10      11      12
****************************************************************************************************

    1        .00     .03     .03    2.71     .71    1.21

    2        .03     .00     .00     .23     .18     .57

    3        .03     .00     .00     .11     .10     .39

    4       2.71     .23     .11     .00     .00     .31

    5        .71     .18     .10     .00     .00     .19

    6       1.21     .57     .39     .31     .19     .00
****************************************************************************************************
```

```
********************************************************************************************
  TITLE   16PFC NORMATIVE DATA-ENTRY-RAW: NORMATIVE SEX X MINORITY (6 GROUPS)            N =  1037.
********************************************************************************************
  DATA FORMAT   (T5,I1,T20,I1,T26,16F3.0)
********************************************************************************************
  ANALYSIS OF VARIANCE -- CRITERION VARIABLE NO. 16
********************************************************************************************
  SOURCES OF VARIATION    DF    SUMS OF SQUARES    MEAN SQUARES   F-RATIO   OMEGA-SQUARED
********************************************************************************************
     BETWEEN GROUPS       5.       424.9687          84.9937      15.9038      .0670

     WITHIN GROUPS     1031.      5509.9219           5.3442

     TOTAL             1036.      5934.8906
********************************************************************************************
 GROUP       1      2      3      4      5      6      7      8      9     10     11     12
********************************************************************************************
 MEAN      6.10   5.34   5.67   7.29   6.61   7.50

 STDV      2.31   2.17   2.54   2.32   2.05   2.58

   N       392    33     21     504    56     26
********************************************************************************************
 SCHEFFE TEST FOR MULTIPLE COMPARISONS
 GROUP       1      2      3      4      5      6      7      8      9     10     11     12
********************************************************************************************

    1       .00    .75    .14  11.63    .46   1.78

    2       .75    .00    .05   5.03   1.36   2.69

    3       .14    .05    .00   1.99    .51   1.46

    4     11.63   5.03   1.99    .00    .88    .04

    5       .46   1.36    .51    .88    .00    .53

    6      1.78   2.69   1.46    .04    .53    .00
********************************************************************************************
```

REFERENCES CITED

Bunch, M.B., Conrad, R.W., Lewis, M.A., and Manley, R.N. Vocational Subgroups in a Disadvantaged Population. Glasgow, MT: Mountain-Plains Press, 1976.

Cattell, R.B., Eber, H.W., and Tatsouka, M.M. Handbook for the Sixteen Personality Factor Questionnaire. Champaign, IL: Institute for Personality and Ability Testing, 1970.

Conrad, R.W. "A Personality Development Interpretation of Employability and Disadvantaged Status With Remedial Implications," Counseling Services Report No. 21. Glasgow, MT: Mountain-Plains Press, December, 1974. (ERIC ED 110 833)

Conrad, R.W., and Bunch, M.B. "Factor Analysis of Student Inventory, Form 1-B and 2-B," Counseling Services Report No. 26. Glasgow, MT: Mountain-Plains Press, March, 1976.

Conrad, R.W., and McMahon, S.L. "Self-Actualization in a Rural Disadvantaged Population: Level of Development and Program Utility," Counseling Services Report No. 12. Glasgow, MT: Mountain-Plains Press, March, 1974. (ERIC ED 105 075)

Conrad, R.W., Manley, R.N., and Pollack, R. "Analysis of Interests and Aptitudes in a Disadvantaged Population With Implications for Program Design," Career Guidance Report No. 4. Glasgow, MT: Mountain-Plains Press, September, 1975.

Myers, D.D., and Honrud, D. Pre-Center Characteristics of Student Families. Glasgow, MT: Mountain-Plains Press, September - October, 1974.

Shostrum, E.L. The Personality Orientation Inventory (POI). San Diego, CA: Educational and Industrial Testing Service, 1966.

A REGIONAL PROGRAM IN
COMPREHENSIVE FAMILY EDUCATION

SUMMATIVE AFFECTIVE EVALUATION
PART III

COUNSELING SERVICES REPORT NO. 34

PROGRAM EFFECTS AND DEVELOPMENTAL INFLUENCES

BOX 3078 GLASGOW AFB, MONTANA 59231

MOUNTAIN-PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

INTRODUCTION TO THE AFFECTIVE REPORT SERIES

Mountain-Plains Research is divided into three broad areas with overlap. These areas are: 1) External Evaluation, 2) Instructional/Curriculum Evaluation, and 3) Affective Evaluation. Each of these areas is further subdivided as the logic of the research tasks within each dictates. This document is one report in the series "Affective Evaluation Reports". The six major series of reports in this research area are:

1. Counseling Services Reports
2. Career Guidance Reports
3. Early Childhood Education Reports
4. Parent Involvement Reports
5. Community Development Reports
6. General (Affective) Reports

Individual reports in each series are currently available from, or in the process of being incorporated into, the ERIC system. By the conclusion of the NIE research cycle, Affective Evaluation Reports will number about 100.

Many reports with affective content and importance are not cataloged under any of the affective report series. Reports which are interactive efforts of various research areas are typically produced independently by title, or if extensive, constitute a report series in and of themselves. The Case Studies Reports (25 reports in 3 volumes) are an example of the latter case.

The reader of individual Mountain-Plains documents should keep in mind that a report takes on full significance only in relation to its report series and the overall research program, and that the reader typically finds frequent reference to earlier reports. While each report is designed to have independent value, such "series dependence" is an inescapable aspect of any systematic program of research, and requires some indulgence on the part of the reader.

SUMMATIVE AFFECTIVE EVALUATION REPORT

COUNSELING SERVICES REPORT NO. 34

Part III

Program Effects and Developmental Influences

Author:

Rowan W. Conrad, Consultant
Counseling and Educational Development Service, Inc.
P.O. Box 281, Missoula, MT 59801

(Dr. Conrad is a former Mountain-Plains staff member. This analysis was initiated during that period as an element of his staff research responsibilities.)

September, 1976

This Study is a Product of the
Research Services Division

David A. Coyle
Director

The work presented in this publication was performed pursuant to Contract NE-C-00-3-0298. The opinions expressed herein do not necessarily reflect the position or policy of the National Institute of Education and no official endorsement by that agency should be inferred.

TABLE OF CONTENTS

Page

LIST OF TABLES . . . iv

LIST OF FIGURES . . . xx

INTRODUCTION . . . 1

METHODOLOGY . . . 3
  Subjects . . . 3
  Instruments . . . 3
  Procedures . . . 4
  Design . . . 6

RESULTS AND CONCLUSIONS . . . 6
  By POI Scale . . . 6
    Time Competence . . . 6
    Inner Directedness . . . 7
    Self-Actualizing Value . . . 8
    Existentiality . . . 9
    Feeling Reactivity . . . 9
    Spontaneity . . . 10
    Self-Regard . . . 10
    Self-Acceptance . . . 11
    Nature of Man, Constructive . . . 12
    Synergy . . . 12
    Acceptance of Aggression . . . 13
    Capacity for Intimate Contact . . . 13

  16PF Scales . . . 14
    A, Outgoing - Reserved . . . 14
    B, Intelligence (Scholastic Mental Capacity) . . . 15
    C, Ego Strength (Emotional Stability) . . . 16
    E, Assertive - Humble . . . 16
    F, Surgency . . . 17
    G, Super Ego Strength . . . 18
    H, Venturesome - Shy . . . 18
    I, Tender-Minded - Tough-Minded . . . 19
    L, Trust . . . 19
    M, Imaginative - Practical . . . 19
    N, Astute - Forthright . . . 20
    O, Apprehensive - Self-Assured . . . 21
    Q_1, Experimenting - Conservative . . . 21
    Q_2, Self-Sufficient - Group Adherent . . . 22
    Q_3, Controlled Versus Undisciplined Self-Conflict . . . 23
    Q_4, Tension . . . 23

  Student Inventory . . . 24
    Male Confidence . . . 24
    Male Control . . . 24
    Male Vocational Development . . . 25
    Male Intimacy . . . 25
    Married Female Marriage and Family . . . 25

TABLE OF CONTENTS (Continued)

Page

Married Female Self-Concept 26
Married Female Frustration 26
Single Female Self-Concept 26
Single Female Confidence 27
Single Female Family/Interpersonal Problems 27
Single Female Vocational/Interpersonal Problems 27

Summary by Objective. 27
Self-Knowledge 27
Self-Acceptance 27
Self-Concept 28
Self-Confidence 28
Flexibility/Adaptivity 28
Inner Locus of Control (Inner Directedness) 28
Intimacy and Marital Conflict Resolution 29
Social Contact Skill 29
Alcohol Problems and Personal Responsibility 29
Dependability/Reliability 29
Overall Objectives 29

DISCUSSION 30
Complexity 30
The Development Process 31
Susceptibility to Change 32
Counseling Objectives 33
Further Analysis 34
Scales Used in Evaluation 34

IMPLICATIONS FOR COUNSELING & PROGRAMMING 35

REFERENCES CITED 428

LIST OF TABLES

Table		Page
III.1	POI Scale Score Changes by Subgroup	43
III.2	Influences of Subgrouping Variables on POI Scores	45
III.3	16PF Scale Score Changes by Subgroup	46
III.4	Developmental Influences on 16PF Scores	49
III.5	Student Inventory Score Changes by Subgroup	50
III.6	Developmental Influences on Student Inventory Scores	53
III.7	Indicators by Objective: Self-Knowledge	54
III.8	Indicators by Objective: Self-Acceptance	55
III.9	Indicators by Objective: Self-Concept	56
III.10	Indicators by Objective: Self-Confidence	58
III.11	Indicators by Objective: Flexibility	60
III.12	Indicators by Objective: Inner Locus of Control	62
III.13	Indicators by Objective: Intimacy/Marital Stability	64
III.14	Indicators by Objective: Social Contact Skill	66
III.15	Indicators by Objective: Alcohol Abuse Tendency & Personal Responsibility	67
III.16	Indicators by Objective: Dependability/Reliability	68
III.17	POI Scale: All Students	70
III.18	Time Competence: Sex/Marital Status by Ethnic Group	71
III.19	Inner-Directedness Change: Sex/Marital Status by Ethnic Group	72
III.20	Self-Actualizing Value Change: Sex/Marital Status by Ethnic Group	73
III.21	Existentiality Change: Sex/Marital Status by Ethnic Group	74
III.22	Feeling Reactivity Change: Sex/Marital Status by Ethnic Group	75

LIST OF TABLES (Continued)

Table		Page
III.23	Spontaneity Change: Sex/Marital Status by Ethnic Group	76
III.24	Self-Regard Change: Sex/Marital Status by Ethnic Group	77
III.25	Self-Acceptance Change: Sex/Marital Status by Ethnic Group	78
III.26	Nature of Man Change: Sex/Marital Status by Ethnic Group	79
III.27	Synergy Change: Sex/Marital Status by Ethnic Group	80
III.28	Acceptance of Aggression Change: Sex/Marital Status by Ethnic Group	81
III.29	Capacity for Intimate Contact Change: Sex/Marital Status by Ethnic Group	82
III.30	Time Competence: Sex by Completion	95
III.31	Inner Directedness: Sex by Completion	96
III.32	Self-Actualizing Value: Sex by Completion	97
III.33	Existentiality: Sex by Completion	98
III.34	Feeling Reactivity: Sex by Completion	99
III.35	Spontaneity: Sex by Completion	100
III.36	Self-Regard: Sex by Completion	101
III.37	Self-Acceptance: Sex by Completion	102
III.38	Nature of Man: Sex by Completion	103
III.39	Synergy: Sex by Completion	104
III.40	Acceptance of Aggression: Sex by Completion	105
III.41	Capacity of Intimate Contact: Sex by Completion	106
III.42	Time Competence: Ethnic Group by Completion	107
III.43	Inner Directedness: Ethnic Group by Completion	108
III.44	Self-Actualizing Value: Ethnic Group by Completion	109

LIST OF TABLES (Continued)

Table		Page
III.45	Existentiality: Ethnic Group by Completion	110
III.46	Feeling Reactivity: Ethnic Group by Completion	111
III.47	Spontaneity: Ethnic Group by Completion	112
III.48	Self-Regard: Ethnic Group by Completion	113
III.49	Self-Acceptance: Ethnic Group by Completion	114
III.50	Nature of Man: Ethnic Group by Completion	115
III.51	Synergy: Ethnic Group by Completion	116
III.52	Acceptance of Aggression: Ethnic Group by Completion	117
III.53	Capacity for Intimate Contact: Ethnic Group by Completion	118
III.54	Capacity for Intimate Contact: Gain by Ethnic Group and Completion	119
III.55	Time Competence: Sex/Marital Status by Program Period	120
III.56	Inner Directedness: Sex/Marital Status by Program Period	121
III.57	Self-Actualizing Value: Sex/Marital Status by Program Period	122
III.58	Existentiality: Sex/Marital Status by Program Period	123
III.59	Feeling Reactivity: Sex/Marital Status by Program Period	124
III.60	Spontaneity: Sex/Marital Status by Program Period	125
III.61	Self-Regard: Sex/Marital Status by Program Period	126
III.62	Self-Acceptance: Sex/Marital Status by Program Period	127
III.63	Nature of Man: Sex/Marital Status by Program Period	128
III.64	Synergy: Sex/Marital Status by Program Period	129
III.65	Acceptance of Aggression: Sex/Marital Status by Program Period	130
III.66	Capacity of Intimate Contact: Sex/Marital Status by Program Period	131

LIST OF TABLES (Continued)

Table Page

III.67 Time Competence: Sex/Marital Status by Age 144

III.68 Inner Directedness: Sex/Marital Status by Age 145

III.69 Self-Actualizing Value: Sex/Marital Status by Age 146

III.70 Existentiality: Sex/Marital Status by Age 147

III.71 Feeling Reactivity: Sex/Marital Status by Age 148

III.72 Spontaneity: Sex/Marital Status by Age 149

III.73 Self-Regard: Sex/Marital Status by Age 150

III.74 Self-Acceptance: Sex/Marital Status by Age 151

III.75 Nature of Man, Constructive: Sex/Marital Status by Age 152

III.76 Synergy: Sex/Marital Status by Age 153

III.77 Acceptance of Aggression: Sex Marital Status by Age 154

III.78 Capacity of Intimate Contact: Sex/Marital Status by Age 155

III.79 Time Competence: Ethnic Group by Program Period 168

III.80 Inner Directedness: Ethnic Group by Program Period 169

III.81 Self-Actualizing Value: Ethnic Group by Program Period 170

III.82 Existentiality: Ethnic Group by Program Period 171

III.83 Feeling Reactivity: Ethnic Group by Program Period 172

III.84 Spontaneity: Ethnic Group by Program Period 173

III.85 Self-Regard: Ethnic Group by Program Period 174

III.86 Self-Acceptance: Ethnic Group by Program Period 175

III.87 Nature of Man: Ethnic Group by Program Period 176

III.88 Synergy: Ethnic Group by Program Period 177

III.89 Acceptance of Aggression: Ethnic Group by Program Period 178

III.90 Capacity for Intimate Contact: Ethnic Group by Program Period 179

III.91 Time Competence: Sex by Counselor 180

LIST OF TABLES (Continued)

Table		Page
III.92	Inner Directedness: Sex by Counselor	181
III.93	Self-Actualizing Value: Sex by Counselor	182
III.94	Existentiality: Sex by Counselor	183
III.95	Feeling Reactivity: Sex by Counselor	184
III.96	Spontaneity: Sex by Counselor	185
III.97	Self-Regard: Sex by Counselor	186
III.98	Self-Acceptance: Sex by Counselor	187
III.99	Nature of Man: Sex by Counselor	188
III.100	Synergy: Sex by Counselor	189
III.101	Acceptance of Aggre-sion: Sex by Counselor	190
III.102	Capacity for Intimate Contact: Sex by Counselor	191
III.103	Time Competence: Ethnic Group by Counselor	192
III.104	Inner Directedness Change: Ethnic Group by Counselor	193
III.105	Self-Actualizing Value: Ethnic Group by Counselor	194
III.106	Existentiality: Ethnic Group by Counselor	195
III.107	Feeling Reactivity: Ethnic Group by Counselor	196
III.108	Spontaneity: Ethnic Group by Counselor	197
III.109	Self-Regard: Ethnic Group by Counselor	198
III.110	Self-Acceptance: Ethnic Group by Counselor	199
III.111	Nature of Man: Ethnic Group by Counselor	200
III.112	Synergy: Ethnic Group by Counselor	201
III.113	Acceptance of Aggression: Ethnic Group by Counselor	202
III.114	Capacity for Intimate Contact: Ethnic Group by Counselor	203
III.115	Time Competence: Counselor by Completion	204
III.116	Inner Directedness: Counselor by Completion	205
III.117	Self-Actualizing Value: Counselor by Completion	206
III.118	Existentiality: Counselor by Completion	207

LIST OF TABLES (Continued)

Table		Page
III.119	Feeling Reactivity: Counselor by Completion	208
III.120	Spontaneity. Counselor by Completion	209
III.121	Self-Regard: Counselor by Completion	210
III.122	Self-Acceptance: Counselor by Completion	211
III.123	Nature of Man: Counselor by Completion	212
III.124	Synergy: Counselor by Completion	213
III.125	Acceptance of Aggression: Counselor by Completion	214
III.126	Capacity for Intimate Contact: Counselor by Completion	215
III.127	16PF A Scale: Sex/Marital Status by Ethnic Group	216
III.128	16PF B Scale: Sex/Marital Status by Ethnic Group	217
III.129	16PF C Scale: Sex/Marital Status by Ethnic Group	218
III.130	16PF E Scale: Sex/Marital Status by Ethnic Group	219
III.131	16PF F Scale: Sex/Marital Status by Ethnic Group	220
III.132	16PF G Scale: Sex/Marital Status by Ethnic Group	221
III.133	16PF H Scale: Sex/Marital Status by Ethnic Group	222
III.134	16PF I Scale: Sex/Marital Status by Ethnic Group	223
III.135	16PF L Scale: Sex/Marital Status by Ethnic Group	224
III.136	16PF M Scale: Sex/Marital Status by Ethnic Group	225
III.137	16PF N Scale: Sex/Marital Status by Ethnic Group	226
III.138	16PF O Scale: Sex/Marital Status by Ethnic Group	227
III.139	16PF Q_1 Scale: Sex/Marital Status by Ethnic Group	228
III.140	16PF Q_2 Scale: Sex/Marital Status by Ethnic Group	229
III.141	16PF Q_3 Scale: Sex/Marital Status by Ethnic Group	230
III.142	16PF Q_4 Scale: Sex/Marital Status by Ethnic Group	231
III.143	16PF A Scale: Sex by Completion	232
III.144	16PF B Scale: Sex by Completion	233

LIST OF TABLES (Continued)

Table		Page
III.145	16PF C Scale: Sex by Completion	234
III.146	16PF E Scale: Sex by Completion	235
III.147	16PF F Scale: Sex by Completion	236
III.148	16PF G Scale: Sex by Completion	237
III.149	16PF H Scale: Sex by Completion	238
III.150	16PF I Scale: Sex by Completion	239
III.151	16PF L Scale: Sex by Completion	240
III.152	16PF M Scale: Sex by Completion	241
III.153	16PF N Scale: Sex by Completion	242
III.154	16PF O Scale: Sex by Completion	243
III.155	16PF Q_1 Scale: Sex by Completion	244
III.156	16PF Q_2 Scale: Sex by Completion	245
III.157	16PF Q_3 Scale: Sex by Completion	246
III.158	16PF Q_4 Scale: Sex by Completion	247
III.159	16PF A Scale: Sex/Marital Status by Age	248
III.160	16PF B Scale: Sex/Marital Status by Age	249
III.161	16PF C Scale: Sex/Marital Status by Age	250
III.162	16PF E Scale: Sex/Marital Status by Age	251
III.163	16PF F Scale: Sex/Marital Status by Age	252
III.164	16PF G Scale: Sex/Marital Status by Age	253
III.165	16PF H Scale: Sex/Marital Status by Age	254
III.166	16PF I Scale: Sex/Marital Status by Age	255
III.167	16PF L Scale: Sex/Marital Status by Age	256
III.168	16PF M Scale: Sex/Marital Status by Age	257
III.169	16PF N Scale: Sex/Marital Status by Age	258
III.170	16PF O Scale: Sex/Marital Status by Age	259

LIST OF TABLES (Continued)

Table		Page
III.171	16PF Q_1 Scale: Sex/Marital Status by Age	260
III.172	16PF Q_2 Scale: Sex/Marital Status by Age	261
III.173	16PF Q_3 Scale: Sex/Marital Status by Age	262
III.174	16PF Q_4 Scale: Sex/Marital Status by Age	263
III.175	16PF A Scale: Ethnic Group by Completion	264
III.176	16PF B Scale: Ethnic Group by Completion	265
III.177	16PF C Scale: Ethnic Group by Completion	266
III.178	16PF E Scale: Ethnic Group by Completion	267
III.179	16PF F Scale: Ethnic Group by Completion	268
III.180	16PF G Scale: Ethnic Group by Completion	269
III.181	16PF H Scale: Ethnic Group by Completion	270
III.182	16PF I Scale: Ethnic Group by Completion	271
III.183	16PF L Scale: Ethnic Group by Completion	272
III.184	16PF M Scale: Ethnic Group by Completion	273
III.185	16PF N Scale: Ethnic Group by Completion	274
III.186	16PF O Scale: Ethnic Group by Completion	275
III.187	16PF Q_1 Scale: Ethnic Group by Completion	276
III.188	16PF Q_2 Scale: Ethnic Group by Completion	277
III.189	16PF Q_3 Scale: Ethnic Group by Completion	278
III.190	16PF Q_4 Scale: Ethnic Group by Completion	279
III.191	16PF Factor A Score: Sex/Marital Status by Program Period	280
III.192	16PF Factor B Score: Sex/Marital Status by Program Period	281
III.193	16PF Factor C Score: Sex/Marital Status by Program Period	282
III.194	16PF Factor E Score: Sex/Marital Status by Program Period	283

LIST OF TABLES (Continued)

Table Page

III.195 16PF Factor F Score: Sex/Marital Status by Program Period 284

III.196 16PF Factor G Score: Sex/Marital Status by Program Period 285

III.197 16PF Factor H Score: Sex/Marital Status by Program Period 286

III.198 16PF Factor I Score: Sex/Marital Status by Program Period 287

III.199 16PF Factor L Score: Sex/Marital Status by Program Period 288

III.200 16PF Factor M Score: Sex/Marital Status by Program Period 289

III.201 16PF Factor N Score: Sex/Marital Status by Program Period 290

III.202 16PF Factor O Score: Sex/Marital Status by Program Period 291

III.203 16PF Factor Q_1 Score: Sex/Marital Status by Program Period 292

III.204 16PF Factor Q_2 Score: Sex/Marital Status by Program Period 293

III.205 16PF Factor Q_3 Score: Sex/Marital Status by Program Period 294

III.206 16PF Factor Q_4 Score: Sex/Marital Status by Program Period 295

III.207 16PF A Scale: Ethnic Group by Program Period 296

III.208 16PF B Scale: Ethnic Group by Program Period 297

III.209 16PF C Scale: Ethnic Group by Program Period 298

III.210 16PF E Scale: Ethnic Group by Program Period 299

III.211 16PF F Scale: Ethnic Group by Program Period 300

III.212 16PF G Scale: Ethnic Group by Program Period 301

III.213 16PF H Scale: Ethnic Group by Program Period 302

LIST OF TABLES (Continued)

Table		Page
III.214	16PF I Scale: Ethnic Group by Program Period	303
III.215	16PF L Scale: Ethnic Group by Program Period	304
III.216	16PF M Scale: Ethnic Group by Program Period	305
III.217	16PF N Scale: Ethnic Group by Program Period	306
III.218	16PF O Scale: Ethnic Group by Program Period	307
III.219	16PF Q_1 Scale: Ethnic Group by Program Period	308
III.220	16PF Q_2 Scale: Ethnic Group by Program Period	309
III.221	16PF Q_3 Scale: Ethnic Group by Program Period	310
III.222	16PF Q_4 Scale: Ethnic Group by Program Period	311
III.223	16PF A Scale: Sex/Marital Status by Counselor	312
III.224	16PF B Scale: Sex/Marital Status by Counselor	313
III.225	16PF C Scale: Sex/Marital Status by Counselor	314
III.226	16PF E Scale: Sex/Marital Status by Counselor	315
III.227	16PF F Scale: Sex/Marital Status by Counselor	316
III.228	16PF G Scale: Sex/Marital Status by Counselor	317
III.229	16PF H Scale: Sex/Marital Status by Counselor	318
III.230	16PF I Scale: Sex/Marital Status by Counselor	319
III.231	16PF L Scale: Sex/Marital Status by Counselor	320
III.232	16PF M Scale: Sex/Marital Status by Counselor	321
III.233	16PF N Scale: Sex/Marital Status by Counselor	322
III.234	16PF O Scale: Sex/Marital Status by Counselor	323
III.235	16PF Q_1 Scale: Sex/Marital Status by Counselor	324
III.236	16PF Q_2 Scale: Sex/Marital Status by Counselor	325
III.237	16PF Q_3 Scale: Sex/Marital Status by Counselor	326
III.238	16PF Q_4 Scale: Sex/Marital Status by Counselor	327

LIST OF TABLES (Continued)

Table		Page
III.239	16PF A Scale: Ethnic Group by Counselor	328
III.240	16PF B Scale: Ethnic Group by Counselor	329
III.241	16PF C Scale: Ethnic Group by Counselor	330
III.242	16PF E Scale: Ethnic Group by Counselor	331
III.243	16PF F Scale: Ethnic Group by Counselor	332
III.244	16PF G Scale: Ethnic Group by Counselor	333
III.245	16PF H Scale: Ethnic Group by Counselor	334
III.246	16PF I Scale: Ethnic Group by Counselor	335
III.247	16PF L Scale: Ethnic Group by Counselor	336
III.248	16PF M Scale: Ethnic Group by Counselor	337
III.249	16PF N Scale: Ethnic Group by Counselor	338
III.250	16PF O Scale: Ethnic Group by Counselor	339
III.251	16PF Q_1 Scale: Ethnic Group by Counselor	340
III.252	16PF Q_2 Scale: Ethnic Group by Counselor	341
III.253	16PF Q_3 Scale: Ethnic Group by Counselor	342
III.254	16PF Q_4 Scale: Ethnic Group by Counselor	343
III.255	16PF A Scale: Counselor by Completion	344
III.256	16PF B Scale: Counselor by Completion	345
III.257	16PF C Scale: Counselor by Completion	346
III.258	16PF E Scale: Counselor by Completion	347
III.259	16PF F Scale: Counselor by Completion	348
III.260	16PF G Scale: Counselor by Completion	349
III.261	16PF H Scale: Counselor by Completion	350
III.262	16PF I Scale: Counselor by Completion	351
III.263	16PF L Scale: Counselor by Completion	352

LIST OF TABLES (Continued)

Table		Page
III.264	16PF M Scale: Counselor by Completion	353
III.265	16PF N Scale: Counselor by Completion	354
III.266	16PF O Scale: Counselor by Completion	355
III.267	16PF Q_1 Scale: Counselor by Completion	356
III.268	16PF Q_2 Scale: Counselor by Completion	357
III.269	16PF Q_3 Scale: Counselor by Completion	358
III.270	16PF Q_4 Scale: Counselor by Completion	359
III.271	16PF A Scale: Program Period by Counselor	360
III.272	16PF B Scale: Program Period by Counselor	361
III.273	16PF C Scale: Program Period by Counselor	362
III.274	16PF E Scale: Program Period by Counselor	363
III.275	16PF F Scale: Program Period by Counselor	364
III.276	16PF G Scale: Program Period by Counselor	365
III.277	16PF H Scale: Program Period by Counselor	366
III.278	16PF I Scale: Program Period by Counselor	367
III.279	16PF L Scale: Program Period by Counselor	368
III.280	16PF M Scale: Program Period by Counselor	369
III.281	16PF N Scale: Program Period by Counselor	370
III.282	16PF O Scale: Program Period by Counselor	371
III.283	16PF Q_1 Scale: Program Period by Counselor	372
III.284	16PF Q_2 Scale: Program Period by Counselor	373
III.285	16PF Q_3 Scale: Program Period by Counselor	374
III.286	16PF Q_4 Scale: Program Period by Counselor	375
III.287	16PF A Scale: Sex/Marital Status by Occupational Area	376
III.288	16PF B Scale: Sex/Marital Status by Occupational Area	377

LIST OF TABLES (Continued)

Table		Page
III.289	16PF C Scale: Sex/Marital Status by Occupational Area	378
III.290	16PF E Scale: Sex/Marital Status by Occupational Area	379
III.291	16PF F Scale: Sex/Marital Status by Occupational Area	380
III.292	16PF G Scale: Sex/Marital Status by Occupational Area	381
III.293	16PF H Scale: Sex/Marital Status by Occupational Area	382
III.294	16PF I Scale: Sex/Marital Status by Occupational Area	383
III.295	16PF L Scale: Sex/Marital Status by Occupational Area	384
III.296	16PF M Scale: Sex/Marital Status by Occupational Area	385
III.297	16PF N Scale: Sex/Marital Status by Occupational Area	386
III.298	16PF O Scale: Sex/Marital Status by Occupational Area	387
III.299	16PF Q_1 Scale: Sex/Marital Status by Occupational Area	388
III.300	16PF Q_2 Scale: Sex/Marital Status by Occupational Area	389
III.301	16PF Q_3 Scale: Sex/Marital Status by Occupational Area	390
III.302	16PF Q_4 Scale: Sex/Marital Status by Occupational Area	391
III.303	Male Confidence: Ethnic Group by Completion	392
III.304	Male Control: Ethnic Group by Completion	393
III.305	Male Vocational Development Score: Ethnic Group by Completion	394
III.306	Male Intimacy: Ethnic Group by Completion	395
III.307	Married Female Marriage and Family: Ethnic Group by Completion	386
III.308	Married Female Self-Concept: Ethnic Group by Completion	397
III.309	Married Female Frustration: Ethnic Group by Completion	398
III.310	Single Female Self-Concept: Ethnic Group by Completion	399
III.311	Single Female Confidence: Ethnic Group by Completion	400
III.312	Single Female Family/Interpersonal Problems: Ethnic Group by Completion	401

LIST OF TABLES (Continued)

Table		Page
III.313	Single Female Vocational/Interpersonal Problems: Ethnic Group by Completion	402
III.314	Male Confidence Scores, Student Inventory: Ethnic Group by Program Period	403
III.315	Male Control Scores, Student Inventory: Ethnic Group by Program Period	404
III.316	Male Vocational Development, Student Inventory: Ethnic Group by Program Period	405
III.317	Male Intimacy Scores, Student Inventory: Ethnic Group by Program Period	406
III.318	Married Female, Marriage and Family: Ethnic Group by Program Period	407
III.319	Married Female, Self-Concept: Ethnic Group by Program Period	408
III.320	Married Female, Frustration: Ethnic Group by Program Period	409
III.321	Analysis of Covariance for Male Confidence, Student Inventory: Program Period by Counselor	410
III.322	Analysis of Covariance for Male Confidence, Control: Program Period by Counselor	410
III.323	Analysis of Covariance for Male Confidence, Vocational Development: Program Period by Counselor	411
III.324	Analysis of Covariance for Male Confidence, Intimacy: Program Period by Counselor	411
III.325	Analysis of Covariance for Married Female Marriage and Family, Student Inventory: Program Period by Counselor	412
III.326	Analysis of Covariance for Married Female Self-Concept, Student Inventory: Program Period by Counselor	412
III.327	Analysis of Covariance for Married Female Frustration, Student Inventory: Program Period by Counselor	413
III.328	Analysis of Covariance for Male Confidence, Student Inventory: Ethnic Group by Counselor	414

LIST OF TABLES (Continued)

Table		Page
III.329	Analysis of Covariance for Male Control, Student Inventory: Ethnic Group by Counselor	414
III.330	Analysis of Covariance for Male Vocational Development, Student Inventory: Program Period by Counselor	415
III.331	Analysis of Covariance for Male Intimacy, Student Inventory: Program Period by Counselor	415
III.332	Analysis of Covariance for Married Female Marriage and Family, Student Inventory: Ethnic Group by Counselor	416
III.333	Analysis of Covariance for Married Female Self-Concept, Student Inventory: Ethnic Group by Counselor	416
III.334	Analysis of Covariance for Married Female Frustration, Student Inventory: Ethnic Group by Counselor	417
III.335	Analysis of Variance for Single Female Self-Concept, Student Inventory: Ethnic Group by Counselor	418
III.336	Analysis of Variance for Single Female Confidence, Student Inventory: Ethnic Group by Counselor	418
III.337	Analysis of Variance for Single Female Family/Interpersonal, Student Inventory: Ethnic Group by Counselor	419
III.338	Analysis of Variance for Single Female Vocational/Interpersonal, Student Inventory: Ethnic Group by Counselor	419
III.339	Analysis of Covariance for Male Confidence: Completion by Counselor	420
III.340	Analysis of Covariance for Male Control: Completion by Counselor	420
III.341	Analysis of Covariance for Male Vocational Development: Completion by Counselor	421
III.342	Analysis of Covariance for Male Intimacy: Completion by Counselor	421
III.343	Analysis of Covariance for Single Female Self-Concept: Completion by Counselor	422
III.344	Analysis of Covariance for Single Female Confidence: Completion by Counselor	422

LIST OF TABLES (Continued)

Table		Page
III.345	Analysis of Covariance for Single Female Family/Interpersonal: Completion by Counselor	423
III.346	Analysis of Covariance for Single Female Vocational/Interpersonal: Completion by Counselor	423
III.347	Analysis of Covariance for Married Female and Family: Completion by Counselor	424
III.348	Analysis of Covariance for Married Female Self-Concept: Completion by Counselor	424
III.349	Analysis of Covariance for Married Female Frustration: Completion by Counselor	425
III.350	Analysis of Covariance for Single Female Self-Concept, Student Inventory: Ethnic Group by Program Period	426
III.351	Analysis of Covariance for Single Female Confidence, Student Inventory: Ethnic Group by Program Period	426
III.352	Analysis of Covariance for Single Female Family/Interpersonal, Student Inventory: Ethnic Group by Program Period	427
III.353	Analysis of Covariance for Single Female Vocational/Interpersonal, Student Inventory: Ethnic Group by Program Period	427

LIST OF FIGURES

Figure		Page
III.1	Time Competence Change: Sex by Ethnic Group	83
III.2	Inner Directedness Change: Sex by Ethnic Group	84
III.3	Self-Actualizing Value Change: Sex by Ethnic Group	85
III.4	Existentiality Change: Sex by Ethnic Group	86
III.5	Feeling Reactivity Change: Sex by Ethnic Group	87
III.6	Spontaneity Change: Sex by Ethnic Group	88
III.7	Self-Regard Change: Sex by Ethnic Group	89
III.8	Self-Acceptance Change: Sex by Ethnic Group	90
III.9	Nature of Man Change: Sex by Ethnic Group	91
III.10	Synergy Change: Sex by Ethnic Group	92
III.11	Acceptance of Agression Change: Sex by Ethnic Group	93
III.12	Capacity for Intimate Contact Change: Sex by Ethnic Group	94
III.13	Time Competence: Sex by Program Period	132
III.14	Inner Directedness: Sex by Program Period	133
III.15	Self-Actualizing Value: Sex by Program Period	134
III.16	Existentiality: Sex by Program Period	135
III.17	Feeling Reactivity: Sex by Program Period	136
III.18	Spontaneity: Sex by Program Period	137
III.19	Self-Regard: Sex by Program Period	138
III.20	Self-Acceptance: Sex by Program Period	139
III.21	Nature of Man: Sex by Program Period	140
III.22	Synergy: Sex by Program Period	141
III.23	Acceptance of Aggression: Sex by Program Period	142
III.24	Capacity for Intimate Contact: Sex by Program Period	143
III.25	Time Competence: Sex by Age	156
III.26	Inner Directedness: Sex by Age	157

LIST OF FIGURES (Continued)

Figure		Page
III.27	Self-Actualizing Value: Sex by Age	158
III.28	Existentiality: Sex by Age	159
III.29	Feeling Reactivity: Sex by Age	160
III.30	Spontaneity: Sex by Age	161
III.31	Self-Regard: Sex by Age	162
III.32	Self-Acceptance: Sex by Age	163
III.33	Nature of Man: Sex by Age	164
III.34	Synergy: Sex by Age	165
III.35	Acceptance of Aggression: Sex by Age	166
III.36	Capacity for Intimate Contact: Sex by Age	167

FOREWORD

Summative analysis of the counseling component is developed in three parts. Part I discusses student entry characteristics, Part II reviews findings from the preliminary studies and reports, and Part III reports final analysis of accummulated data as it relates to overall student development and particularly as it relates to counseling objectives. Tables summarizing findings are included with text in Parts II and III. Detailed data tables (over 300) from which the summary tables derive are included as an appendix. The final section of the report distills this plethora of data and reports into eight key observations/recommendations for programs for the disadvantaged and the counseling profession generally. A particularly interesting feature of the analysis is examination of gains for different time periods. As MP was a new idea constantly in development, the ability to examine student change and compare it with the structure and circumstances of the program in different time periods is especially informative.

Summative Affective Evaluation of Mountain-Plains Counseling

Counseling Services Report No. 31

Part III

Program Effects and Developmental Influences

INTRODUCTION

Personal and Family Counseling was designed to serve a unique role within the dual program goals of increased employability and enhanced life satisfaction. Employability was seen as a four dimensional problem including a need for: 1) Foundation Education (English and Math) proficiencies, 2) specific vocational skill, 3) knowledge of the World of Work (career sophistication) and the ability to relate one's own vocational characteristics to it, and 4) the ability to interact productively with supervisors and co-workers. Responsibility for the fourth goal was shared between the Career Guidance department and the Counseling Services department. Whereas traditional education focuses on the first four goals to the exclusion of the fourth, Mountain-Plains gave at least equal consideration to the fourth as "personality conflicts/problems" have been identified as the most common cause of discharge from employment (e.g. Crites, 1969; Super and Crites, 1962; Walton, 1960; Gaudet and Carli, 1957; McNaughton, 1956; and Taft and Mullins, 1946). Interpersonal skills development (social contact skills) thus became a counseling objective specific to the employability goal.

It was the second goal, enhanced life satisfaction. Attainment was largely the preserve of personal and family counseling. Counseling was to lay the developmental and remedial groundwork that would allow productive family interaction, personal growth, and the skills and perspectives that would allow students to find life more rewarding in the future than it had been in the past (a truly modest goal).

While such a goal/objective is cited by schools, universities, and educational programs generally, Mountain-Plains is unique in that it took the goal seriously. By examining the areas that had caused life to be unrewarding in the past and trying to come to terms with the elements underlying this dissatisfaction, Mountain-Plains made an attempt to favorably alter no less than the future "happiness" of students. Emphasis was on skills, strengths, and processes for dealing with what would be met, rather than on contents, rules, and traits in the traditional sense. An interactive process of population analysis and goal/objective formation (Bunch, Conrad, and Coyle, 1976) eventuated in thirteen goals/objectives around which the counseling component was developed as enumerated in Part II. However, measurement of effect on such skill/process/development variables took on a "nailing jello to the wall" character. Adequate direct measures could not be found for the variables under consideration in most cases. This is compounded by the fact that the goal/objective statements themselves, although empirically derived, take on different meanings to those adhering to different psychological schools of thought. Evaluation thus attempts to use more than one indicator measure for each goal statement, and established new measurement tools to serve as indicators where necessary. (This process can be traced in more detail in Conrad (1973) and Mountain-Plains (1974). (Data tables for each objective show the chosen indicator measures.)

Final analysis here reported concentrates on ascertaining program effects on various socio-demographic subgroups in the Mountain-Plains population and identifying factors influencing development on various psychological "traits" as measured by the 16PF and POI and on the counseling component goals/objectives which require addition of scales from the Student Inventory.

Preliminary findings as reviewed in Part I will be addressed only to the extent that final analysis data refutes earlier findings/interpretations.

METHODOLOGY

Subjects. Subjects are adult members of disadvantaged families who attended Mountain-Plains, and for whom both pre and post tests were obtained. Two-thirds of those attending are "poverty" families as per the Office of Economic Opportunity formula. Average age is 25 years. Intelligence as measured by the GATB G score is not statistically significantly different from the norm for the scale ($p < .05$). Traditional descriptions of disadvantaged adults apply with the exceptions of universal literacy (Mountain-Plains students must read and do math at a 5th grade level as measured by the Wide Range Achievement Test to qualify for admission) and the absence of severe medical disability (medical facilities at the program site are extremely limited). A comprehensive psychological description of subjects at entry comprised Part I of this report. Other reports describing psycho-social characteristics of the population are Myers and Honrud (1974), Conrad and McMahon (1974), Conrad (1974), and Conrad and Bunch (1976).

Instruments. Three instruments are in use. Two, the Personal Orientation Inventory (POI) and the Sixteen Personality Factor Questionnaire, Form C (16PF) are commercial standards. References to instrument source and psychometric properties were given in Part I of this report. Profile forms in that section likewise give brief descriptions of the dimensions measured by the various scales. The third instrument, the Student Inventory (SI) was developed at Mountain-Plains, and is thus less known and data concerning it is less readily available; although documented in earlier Mountain-

Plains reports--particularly Conrad (1976). Basic data for the SI is thus reiterated below.

The SI was developed from statements of problems most frequently cited by Mountain-Plains staff and students as the factors currently troubling student lives. They could easily apply to any person, but seem most acute in this population. Cluster analyses by Pollack (1975) and later by Conrad (1976) show scales emerging from male and female item sets specific to the groups male, married female, and single female. High scale intercorrelations indicate that the scales emerging are not independent, but are highly related aspects of the general problem of being "disadvantaged." Male scales are Confidence, Control, Vocational Development, and Intimacy. Coefficient alpha reliabilities for the scales are, respectively, .91, .84, .85, and .82. Factoral and concurrent validity evidence is favorable (Conrad, 1976); however, it was recommended that the intimacy scale was overnamed and reflects a broader range of interpersonal and family difficulty of which the "capacity for intimate contact" is probably only a part. This limitation should be kept in mind when interpreting male scores labeled "Intimacy."

Married female scales are Marriage and Family, Self-Concept, and Frustration. Coefficient alpha reliabilities are .91, .88, and .84 respectively. Factoral and concurrent validity evidence were favorable. Single female scales are Self-Concept, Confidence, Family/Interpersonal Problems, and Vocational/Interpersonal Problems. Reliabilities are .84, .90, .84, and .69 respectively. Concurrent validity evidence is favorable; however, factoral evidence is not available for these scales.

Procedures. All students are tested with the three instruments under standard testing conditions upon program entry. This is accomplished during the orientation period after initial dislocation adjustment, but before initiating educational activities. Tests are again administered prior to program departure after completing the bulk of program educational activities under the same conditions. A major problem in reporting findings is that initiation of testing with the various instruments was at different times. Use of the current version of the Student Inventory was initiated in the Fall of 1973, as was the POI. However, the use of the 16PF Form C began in the late Winter of 1973/74. Thus slightly different subjects accrue to each analysis. To accommodate this difference, one "subgroup" reported is "Program Period." The most serious problem is loss of students from the sample by failure to obtain a pretest (a problem with female subjects in particular during earlier testing), but most particularly by failure to obtain a post test. No post test is available for students who deserted the program without notice. This was unavoidable. However, many students who resigned and who completed, and thus theoretically were required to complete post testing, were also not tested. An examination showed that there were many avenues to avoid post testing including (but by no means limited to): inefficient monitoring (the student took some tests and was thus signed as completing testing even though others had not been taken), job placement (the student departed unexpectedly for interviews, and/or had to be somewhere right away to be employed and did not complete exit activities normally), and "good-guyism" wherein sympathetic staff with authority to "sign off" for testing decided that given a particular situation (such as the job example above) post testing was not important enough to enforce. The related samples method of analysis avoids the trap of showing gains by comparing all entry tests (including the "lower scorers" who desert) with all exit tests (biased heavily to successful completers). It does, however, leave largely unresolved the effect of the program on those who resign and won't take post tests, those who desert and could not be post tested, and those with advanced manipulative skills who manage to work the system and avoid post testing (a criterion for guaranteed success!).

Design. The design for the final analysis of change is an examination of pretest/post test differences by subgroup using the criteria of a difference in the average pretest/post test of 1/3 standard deviation to attribute effect. Cell means and variabilities are obtained in the examination of differential effects on subgroups accomplished with the analysis of covariance using the biomedical program[1] (Dixon, ed., 1974); analysis of variance and covariance subprogram. Two dimensional analyses are used such that interactions can also be explored. The ten percent confidence level is used in this exploration of differential effect. Data tables give an elaboration of the major subgroups used for analysis. Because the SI uses different scales for male, married female, and single female subgroups, the subgroups are analyzed somewhat differently for the SI. (Although the same program is used, cell sizes are often very small causing further modification in the actual subgroups explored.)

RESULTS AND CONCLUSIONS

By POI Scale

Time Competence. Single white females, single females under the age of 30, Indian females who completed only the core curriculum position of the program, and minority students who attended Mountain-Plains the Summer and Fall of 1974 showed improvement on Time Competence. Program effects on Tc are thus seen to be limited to particular subgroups and are not a general program effect. (See Table III.1) Sex and Marital Status (SMS), Ethnic Group (EG), Age (AGE), Completion (COM), and Counselor (CO) all effect development on time competence, but development was consistent across Program Periods (PP). Development interaction is seen for Sex x COM, EG x COM, and EG x CO. (See Table III.2) Women and men who did not complete the program tended to become less time competent. Men who completed the program also tended to become less time competent whereas women completers tended to become more time competent; producing the Sex x COM interaction. White and Indian students with full or partial completion tended to increase scores while Chicano's in these categories tended to show score decreases, but Chicano students with no formal completion showed increases with whites and Indians showing score decreases; producing the EG x COM interaction. Some counselors were able to obtain gains with minority clients while others could not and one showed regressions; accounting for the EG x CO interaction.[2] Effects on Tc are mostly combinations of individual "cell" effects which are, in and of themselves, too small to be striking, but in sum can differentiate among all subgrouping variables except program period and are mutually influenced to the point of interactivity in several instances. This is consistent with Conrad's (1976) earlier finding that gains on time competence are more a product of aspects of program interaction than an effect specific to counseling treatment.

---

[1] Data was supplied to the Statistics Laboratory, Mathematics Department, Montana State University on punched cards. Memoranda specified the analysis to be run, and often suggested the program. However, the stat labs could accomplish analyses with available programs other than that requested. Use here of the biomedical program is such a substitution.

Inner Directedness. All single female ethnic subgroups, married females over 25, single females 21 or over, single females in all program periods except the Summer of 1975, females who complete, Indians who complete, and minority students in the Summer of 1974, improve on Inner Direction. Males who do not complete, and minority students entering in the Summer of 1975 become more other directed. Improvement is seen over a range of subgroups, but adverse effects on males who "fail" and on students generally in the most recent program period are of concern. Differential effects are seen for all subgroups (SMS, EG, AGE, PP, COM, and CO) with an interaction of EG x CO. The student most likely to experience development would be a white single female in her mid-to-late twenties who had a good counselor, entered the program in 1974, and completed. It had been earlier contended that Inner Direction was a factor influenced about equally by counseling treatment and other factors. Current findings do not contradict this.

---

[2] It should be noted that while the counselor from an ethnic minority made gains with minority students, the "White" counselors who were highly rated also made gains. Conversely the "Minority" counselor (also highly rated) also showed gains with white clients.

Inner locus of control is a counseling objective. Current findings indicate that this objective was achieved with several subgroups and can be attributed as a program objective successfully accomplished in most cases.

Self-Actualizing Value. Single females in all subgroups, married females over 35, single females over 21 except those 31-35, single females in all program periods except the most recent, and Indians who complete the program learn to live more for themselves and less for (introjected) others. Married Chicano families, males during 1975, females who do not complete, and white and Indian groups who do not complete, along with minority students generally, begin to live more for the standards/benefit of others. All subgrouping variables effect gain and ethnic group and counselor interact. The negative effects in 1975, with non-completers, and the manner of effect on ethnic groups indicates that (and this conclusion is somewhat speculative and draws on experience beyond the quantative data) attempts to alter or determine student values (to substitute "white," "middle class," or just generally "foreign" values) and behavior by external means or standards is detrimental. A better program approach would seem to be to assist students in discovering/crystalizing their own values and pursuing education in terms of self-determined objectives.

SAV was not a formal indicator for any counseling objectives; although it relates strongly to inner direction--as do most POI scales. Earlier assumptions that being motivated by internal self goals rather than external other directed goals (for the benefit of self rather than primarily for the benefit of others) was influenced primarily apart from counseling treatment is not contradicted with the influence of many variables on counseling success indicated.

Existentiality. The pattern of EX results is similar to that for SAV except slightly less unfavorable and influenced by completion status. Flexibility (in application of values) is a specific program goal, and one that is not obtained for most students. Influence on development was previously reported to be primarily a function apart from counseling treatment. However, unreported data shows that only two (of the over twenty) counselors employed by Mountain-Plains have been able to make significant gains on this variable with clients generally. Flexibility in the application of values (values internalization) is seen as a key variable, but one that is hard to impact; requiring special counseling competence. In fact, a joint look at SAV and Ex results indicates that the valuing dimension is, perhaps, the greatest area of failure for Mountain-Plains efforts in the counseling objective realm.

Feeling Reactivity. All single female subgroups, married females 26 years and over, single females in all program periods save the first and last, females who complete, and Indians and Chicano's who complete the core curriculum (but not those who drop out or those who complete occupational preparation) tend to become more aware of their own needs and feelings. One group, males under 21, seem to become more alienated from themselves in this realm. All subgrouping variables effect development, and EG interacts with CO. Fr change was identified as primarily a counseling effect. Overall, students improve on this dimension. Fr is an indicator on the counseling objectives "self-knowledge" and "intimacy." Mountain-Plains would seem to be indicated as at least a partial success on these objectives.

Spontaneity. Single females over all ethnic groups, married females 26 to 30 years and over 35 years, single females 21 and older, all married females entering in the Spring of 1975, and all single females entering during, on or before the Fall of 1974, and those entering in the Spring of 1975, females who completed the entire program, Indians who completed the entire program, and all minority students entering during the Summer of 1974, recorded gains. Males do not gain, but female gains are sufficient to produce an overall gain on the variable. Spontaneity gain is influenced by all subgrouping variables, and ethnic group interacts with counselor. Spontaneity is an indicator scale for the objectives of marital harmony/ conflict resolution and social contact. Gains in this area are seen for female students.

Self-Regard. Single females in all ethnic groups, married females 26 and over, single females 21 and over, married females during the Spring and Summer of 1974, single females during all program periods save the most recent, females who complete the whole program, Indians who complete the whole program, "white" students during the Summer of 1974, and minority students during all 1974 program periods improve self-concept. Chicano males, males during the Spring of 1975, Chicano completers, and minority students during the most recent program period record worse self-concept scores upon departure than at entry. All subgrouping variables exert an influence on self-concept development, and Sr scores interact CO x EG and EG x COM. Self-concept development was previously identified as being similarly influenced by counseling and the extra-counseling portion of the program.

Chicano scores are hard to interpret. Miskimins and Baker (1973) report that some males tend to compensate a poor self-concept with a "macho" defense. To the extent Chicano males are especially subject to the need to "overcompensate" and test items are transparent, the negative finding may, in fact, be positive. Assuming the phenomenon, either the same phenomenon does not operate the same way with "whites" and Indians, or else "defensiveness" does not include test faking/self delusion.[3]

Self-concept development per se is a program goal. The contradictory direction of scores may indicate that this goal is achieved quite differently for different subgroups, and that for some persons during some time periods, the program may have even been harmful. Student Inventory data indicates overall gains on confidence and control aspects of self-concept; decreasing over time. Improvement on aspects of self-concept is seen as a general program characteristic; although results are mixed and confusing on the overall measure as per the POI.

Self-Acceptance. Chicano males, single white females, males over 35, married females 26 and over, single females 21 to 25 and 31 and over, single females during all program periods save the first and last, completers, white students entering in the Summer of 1974, and minority students entering in the Summer and Fall of 1974 improve self-acceptance. Development was influenced by ethnic group, age, and assigned counselor. None of the subgrouping variables interacted. Self-acceptance improvement is primarily a function of counseling treatment. Self-acceptance is itself a counseling objective. Overall, improvement in this area is an objective that seems to have been accomplished.

---

[3] Giving "honest" test responses but having first accomplished deceiving one's self that things are as they are not.

Nature of Man, Constructive. Single minority females, married females over 35, single females entering Mountain-Plains during 1974, and Chicano's who complete the whole program indicate a more positive view of human nature--become more trusting. Indian males, men entering in the Spring of 1975, whites who do not complete, males who do not complete, Indians who do not complete, and minority students in the earliest and most recent program period develop a less positive view of human nature during program participation. The extent to which Nc scores reflect "trust," Nc is an indicator for the program goal of marital conflict resolution. Nc scores are seen to be primarily influenced apart from counseling treatment per se. Results on the Nc scale are mixed, and negative for several important subgroups. Development was influenced by all subgrouping variables and interactions were seen for EG x CO, CO x COM, and TIP x PP.

Synergy. Single white and Indian females, females 21 to 30, single females in the Spring and Fall of 1974, and minority students in the Summer of 1974 became more aware of the relationship between opposites. Males in the Summer of 1975, single females in the Winter of 1974-75, white students who did not complete any portion of the program, and Indians who completed none of the program or only the core curriculum, and minority students in the Spring of 1974, Fall of 1974, and the Summer of 1975 became more confused by (apparent) contradictions--less able to see relationships between opposites. Age and Completion did not influence development. All other subgrouping variables did have an influence. EG was an especially important influence interacting with program period, completion, and counselor. Sy was seen to be the psychological scale on the POI least influenced by counseling treatment per se. The overall pattern of results would seem to indicate that real or apparent contradictions in the Mountain-Plains Program apart from counseling were a source of difficulty; particularly for minority students, and that this was true across program periods.

Acceptance of Aggression. Married white females, single females across ethnic groups, married females over 25, single females over 21, married females in the Spring of 1974, single females who entered the program before the Spring of 1975, white females who completed only the core curriculum, Indian females who completed the whole program, and all minority students during the Fall of 1974 became more acceptant of their own feelings of aggression. Males entering in the Summer of 1975, Chicano's who did not complete the whole program, and minority students entering in the Summer of 1975 became less acceptant of their feelings of aggression. Acceptance of aggression is the objective "self-acceptance." *A* scale gains were influenced by SMS, EG, Com, and CO. SMS x EG and EG x CO interactons are seen. *A* scale gains are primarily an effect of counseling treatment. An overall positive effect still shows some negative results; most particularly for minority non-completers in the most recent program period.

Capacity for Intimate Contact. Indian men, married white females, all single female ethnic subgroups, married females over 25, single females 21 and older, men entering in the Summer of 1974, married women entering in the Summer of 1974, single women in all program periods save the most recent, females who completed some portion of the program, white students who completed the core curriculum only, Indians who completed some portion of the program, white students generally during the Summer of 1974, and minority students who entered in the Summer and Fall of 1974 improve their capacity for intimate contact. At no time for any subgroup was a negative result recorded on the C scale. C scale gains are primarily a result of counseling treatment, and are strongest in earlier program periods, for older students, and for female students. C scale gains are influenced by all subgrouping variables except program period. Ethnic Group and counselor interact.

16PF Scales

A, Outgoing - Reserved. Only single females between 26 and 30 become more outgoing. Males, married and single females, and Chicano's who do not complete the program all become more detached and critical (as opposed to outgoing). Males in the Spring of 1974, married females in the Winter of 1974-75 and Spring of 1975, single females entering in the Summer of 1975 and minority students generally in the Spring of 1974 also became more critical and detached. A scale changes were influenced by sex and marital status, completion, and occupational area. Sex interacted with completion status as did counselor. The sex by completion interaction seems to be an artificial production of a cell with only one entry. The counselor by completion interaction appears to be real, and to indicate that some counselors were better able to impact non-completers than others. Favorability is generally conceded to high A scale scores. As Mountain-Plains students are below adult norms at entry it seems doubly logical to assume such for the current instance. A general negative trend on the variable thus emerges with students in general becoming more reserved and critical; although the losses for completers are insignificant while those for non-completers are quite large--about half a standard deviation for both male and female non-completer subgroups.

A scale scores are considered to be probable indicators for the counseling/ program goals of flexibility and social contact. Results do not argue well for success on these variables. However, the link to flexibility as defined is tenuous. Favorability of high A scores is situational and tends to accrue to those in interpersonal occupations. As the vast majority of Mountain-Plains training areas are technological, a negative trend in A scores may be a natural response to the Mountain-Plains environmental necessities and was seen to be influenced by occupational area. (Yet one would think that this being the case, the more successful students--completers--who were more exposed to and more adapted to that environment, would show strongest negative shift. They don't. The cause-effect-favorability of the A scale score changes is thus not a matter easily attributed, and in-and-of itself does not currently allow unambiguous interpretation.)

B, Intelligence (Scholastic Mental Capacity). Indian males, single Indian females, married females 31 to 35 years, single females under 21 and 26-30, single females entering in the Summer of 1975, Indian completers, Chicano non-completers, and minority students generally who entered in the Fall of 1974 or Summer of 1975 show increases in their capacity for abstract thought. Yet no subgrouping variable significantly affected development in this area, and the only interaction was ethnic group by program period with minority students showing greater development in recent periods. Capacity for abstract thought (or as Cattell calls it, Intelligence) is not an affective variable and is not included among counseling program objectives. The achievement test nature of "Intelligence" measures generally, and the tendency for gains to accrue to younger age groups, may indicate some considerable success for Mountain-Plains in foundation education programs and in facilitating test-taking ability. (These are valuable achievements, but are not a subject for the current affective development analysis, and are not further pursued here.)

C, Ego Strength (Emotional Stability). Indian men, married Indian women, single white females, men 26-35 years, men in the Fall of 1974 and Winter of 1974-75, married women entering Mountain-Plains during 1974, single women entering in the Summer and Fall of 1974, Indians who complete the program, white students entering Summer 1974 through Winter 1974-75, and minority students entering before the Fall of 1974, all show increases in ego strength. All subgrouping variables (Table III.4) except sex and marital status and occupational area affect ego strength development. The only interaction is counselor by sex and marital status with counselors showing different abilities to facilitate development with male versus married female versus single female clients.

Ego strength is the most important scale on the 16PF as regards attainment of counseling objectives. It is a generalized indicator of identity formation--aspects of which comprise the bulk of counseling objectives. It is also an indicator of increased self-direction (innerdirectedness) and increased self-control. The generally favorable results on this scale and lack of any instance of significant regression is a very strong positive finding. The broad nature of influences on score change highlights the necessity of focus on a number of variables and circumstances in program efforts to develop ego strength. The SMS x CO interaction similarly highlights the dimensionality of counselor competency in the development equation.

E, Assertive - Humble. Chicano men, married Indian and Chicano women, married women over 35, men in the Winter of 1974-75, Indian completers, Chicano non-completers, white students entering in the Winter of 1974-75, and minority students generally entering in the Fall of 1974 and Spring of 1975 became more assertive. The only subgroup examined that became less assertive was women over 35. All subgroupings examined except ethnic group and completion influenced development on assertiveness. There was an interaction of counselor with completion. As Mountain-Plains students entered below adult norms on assertiveness, the indication of many groups becoming more assertive is seen as positive; especially coupled with the gain in ego strength. Both assertiveness and the opposite pole, submissiveness, have positive and negative aspects. "Stubborn" is one adjective used to describe the assertive direction that would generally be seen as negative. However, the general trend to a favorable increase in "dominance" is supported by concomitant C scale gains.

Dominance is not related to attainment of any particular general goal. However, Jore, Conrad, Schall, and Fenenbock's (1975) report identified increased assertiveness as an area needing work with Indian students, and has been much heralded by the women's liberation movement as an area needing development among women generally. Thus the finding of increased dominance for certain female and minority subgroups is particularly encouraging.

F, Surgency. Indian and Chicano men, married Indian women, men over 35, married women 31 to 35 years, married women in the Fall and Winter of 1974, Indian completers, Chicano non-completers, white students entering during the Winter of 1974-75, and minority students who entered in the Spring and Fall of 1974 become more surgent (enthusiastic; happy-go-lucky). Surgency decreased for men entering in the Spring of 1974, single females over 35, and single females entering in the Fall of 1974. Program period and completion influenced changes in surgency with completers and students in early and especially middle program periods most likely to increase scores.

Surgency was not listed as an indicator for any particular counseling/ program objective; although high surgent persons tend to experience more social success establishing a relationship to the objective "social contact."

G, Super Ego Strength. Single females in the Fall of 1974 are the only subgroup to show a trend to higher superego strength (persistent, moralistic, staid). Indian and Chicano men, married Indian women, men 26 to 30 years, men entering before the Fall of 1974, married women in the Summer of 1974, the Winter of 1974-75, and the Spring of 1975, women who complete no program stage, whites who complete at least some portion of the program, all Indians, Chicano completers, whites in the Spring of 1974 and Winter 1974-75 through Spring 1975, all show a tendency to more expediency. Age and completion are the only subgrouping factors significantly affecting gain, but ethnic group and counselor both interact with completion.

Superego strength is not a specific indicator for any program objective. Lowered superego strength scores for many subgroups are favorable in that they are seen as substituting "natural" ego strength as a control mechanism in place of (often introjected) superego (monitored) control.

H, Venturesome - Shy. Indian men, married Indian women, men 26 to 30, married women over 35, single women 26 to 30, men in the Winter of 1974-75, single women entering before the Fall of 1974, all Indian students, and minority students generally who entered in the Summer and Fall of 1974 become more venturesome. At no point does any subgroup become less venturesome. Both completion and counselor affect change. There are no subgroup interactions. Decreased sensitivity to threat/increased social skill/courage relates to two counseling goals, social contact skill, and self-confidence. H scale scores indicate that aspects of those objectives have been broadly, though not universally, realized.

I, Tender-Minded - Tough-Minded. Males in the oldest and youngest subgroups, single women 21 to 25, men in the Spring of 1974, single women in the Summer of 1974, Indians who did not complete, and minority students entering in the Spring and Summer of 1974 become more tender-minded. Married females 26 to 30 and over 35, single females over 35, and married females entering in the Spring of 1975, all become more tough-minded. SMS, AGE, and CO all influence change on this dimension. SMS interacts with AGE, and counselor interacts with completion. A positive overall change in I scores was seen as appropriate as entry scores were below adult norms on the scale. Most changes were in the + direction. However, both extremes on the I scale have both positive and negative descriptors. It is thus chance to universally interpret direction of change for subgroups as either positive or negative. Interpretations need to be within individual profiles to assure validity.

L, Trust. Married white females, single Indian females, married females aged 21 to 25, men entering in the Spring of 1975, and married women, whites, and minority students all become more suspicious (less trusting) during their time at Mountain-Plains. Single women under 21 and those aged 31 to 35 years, men entering in the Winter of 1974-75, and single women entering in the Spring of 1974, become more trusting. All subgrouping variables explored except program period and occupational area significantly influence trust change and sex and completion interact. Both directions on the scale have both positive and negative aspects, and again, full understanding of effect for any subgroup must be explored in terms of entry score and other traits.

M, Imaginative - Practical. Indian men and married women, men under 21, married women 26 to 30 and over 35, single females 26 to 35, men entering in the Spring of 1974 and the Winter of 1974-75, married women entering in the Winter of 1974-75, single females entering in the Spring of 1974, Indian students generally, Chicano's who do not complete, white students entering in the Spring of 1974 and Winter 1974-75, and minority students entering in 1974 other than in the Summer and in the Summer of 1975 become more imaginative. Married Chicano men, women, and completers, female non-completers generally, and minority members entering in the Spring of 1975 tend to become more practical. SMS and completion affect change on the practical-imaginative domain. Interaction are SMS x AGE, with older women and younger men more likely to become more imaginative, and sex by completion with women not completing more likely to change in the practical direction.

The M scale does not indicate gain on any counseling program objective. The favorability of change on the M scale is, more than most, a matter of value judgment and overall personality structure. Idealistic educators, for example, would favor higher (more imaginative) scores as this would indicate more interest in art and ideas. Businessmen might favor lower (more practical) scores as such scorers are described as "Earnest and Steady."

As a rule of thumb, any score on a mixed interpretation 16PF scale, coupled with a high C (ego strength) score is favorable. Therefore, groups who show decline in C should be interpreted within the negative view of either extreme, and vice-versa.

N, Astute - Forthright. Married Chicano women, whites generally, and white and male completers in particular, become more shrewd and worldly (less forthright). Indian men, married women 26 to 30, single women 26-35, men entering in the Winter of 1974-75, single women entering in the Fall of 1974, Chicano students generally, white students entering in the Winter of 1974-75, and minority students entering in the Summer of 1975 became more forthright.

All subgroupings except ethnic group and occupational area influenced change with no interactions. Again, the value of being forthright versus being worldly is a question of value judgment. Upon entry, Mountain-Plains students did not depart from adult norms on this variable, and it is not an indicator for any counseling/program objective. Becoming less forthright seemed to inhibit completion among white students. Negative changes on the scale (becoming more genuine and forthright) generally coincide with positive C scale changes. The lower scores are thus probably more favorable in most cases.

O, Apprehensive - Self-Assured. Indian and Chicano males, married white, Indian, and Chicano females, single white and Indian females, men 26 and over, all married female age groups, single females aged 21 to 35, men entering in the Summer of 1974 and the Spring of 1975, married women entering in the Spring of 1974, Fall of 1974, and Summer of 1975, single females entering in 1974, male noncompleters, female completers, all white and Indian completion categories, Chicano's who did not complete, whites in the Summer of 1974, Winter of 1974-75, and the Spring of 1975, and minority students entering in the Spring, Summer, and Fall of 1974 all show increased self-assurance (decreased O scale scores). All subgroups examined except PP, COM, and OA affect development on assurance. Counselor interacts with completion and ethnic group. Self-assurance as per this scale is the key indicator for the counseling/program objective of self-confidence enhancement. General positive development in this domain is indicated.

Q_1, Experimenting - Conservative. Married women in the Spring of 1975, single women 31 to 35, single women in the Spring of 1974, women who did not complete, white students in all program periods except the Winter of 1974-75, and minority students in the two earliest and two latest program periods score as more experimenting than at entry. Indian and Chicano men, married Chicano women, single Indian women, men in the Spring of 1975, married women from Winter through Spring, 1974, whites who do not complete, and Chicano's generally, become more conservative--less willing to try new ideas and approaches--more "respecting" of tradition. Higher Q_1 scores are generally accepted as more favorable, and are seen as favorable to the Mountain-Plains population in that scores are below adult norms at entry. Low scores, however, are not necessarily unfavorable. Q_1 is an indicator measure for the program goal of flexibility/adaptivity. Results are, overall, quite favorable. Development was influenced by sex and marital status and by completion. Sex interacted with completion with female non-completers showing a unique increase in scores.

Q_2, Self-Sufficient - Group Adherent. Single white and Indian females, mean 21 to 25, married women under 21, single women under 25, men in the Spring of 1974, married women in the Summer of 1974 and Spring of 1975, single women in the Spring of 1974, Fall of 1974, and Summer of 1975, females who do not complete, whites who do not complete but Indians who do complete, and whites in the Spring of both 1974 and 1975, become more self-sufficient during program participation. Married Chicano females and Chicano non-completers become more group adherent. Sex and marital status, age, completion, and counselor are all variables affecting development on the self-sufficiency scale. Sex interacts with completion, and SMS with occupational area. Although Q_2 favorability is bidirectional being more descriptive than a criterion, it is used as an indicator of inner locus of control (Inner Directedness)--a program goal--in the extent to which scores are increased. Still, this interpretation should be pursued with caution since favorability of this score, as with most 16PF scales, depends on its relationship to other traits within the profile.

Q_3, Controlled Versus Undisciplined Self-Conflict. Men over 35, single women 26 to 35, men in the Winter of 1974-75 and the Summer of 1975, Chicano's who do not complete, whites during the Winter of 1974-75, and minority students in the Summer of 1974 become more controlled--show more "will power." Less "control" or concern with social image is seen for Indian men, men entering in the Fall of 1974, male non-completers, Indian noncompleters, and minority students entering in the Spring of 1974. Factors influencing changes in what is basically a desire for social acceptance are ethnic group, age, completion and counselor. Ethnic group interacts with completion with no change for white noncompleters and opposite changes for Indian and Chicano noncompleters. Control was an indicator measure for the counseling objective "self-control" and dependability. Many groups do increase their scores indicating greater self-control. However, again it is cautioned that control change as measured depends to a great extent on other factors. The decreasing score for Indian males, for example, might be thought unfavorably. However, it is probable that it indicates that the student is becoming less culture bound (less need to adhere strictly to "Indian" values and less need for Indian acceptance) that will argue well for increased success in majority society. "Compulsive" is one of the descriptors for high scores; indicating that higher scores are not an unmixed blessing.

Q_4, Tension. Married white and Chicano females, single white females, men 26 to 30 and over 35, all single female age groups except 21 to 25, men entering in the Spring of both 1974 and 1975, married women entering in the Spring and Summer of 1974 and the Summer of 1975, single females in the earliest and most recent program periods, women and white students who completed some portion of the program, and white students generally, and students entering during the Spring of 1974 and Spring and Summer of 1975 show decreased tension levels. Single Indian women, and minorities generally entering in the Summer of 1974[4] show increased tension levels at departure. Sex and marital status, age, and occupational area affect tension level change. Development is consistent with no interaction among the subgrouping variables under study. Q_4 is an indicator for the counseling variable "self-confidence." Q_4 is an unambiguously directional scale, and results are, overall, favorable.

Student Inventory

Male Confidence. White males (excepting those entering in the Fall of 1974) and Indians and Chicano males who complete, and who entered the program between late 1973 and the Winter of 1974-75, score as having increased confidence. Completion and counselor influenced development of confidence, and there were no interactions among the four subgrouping variables examined EG, PP, COM, and CO (Note: The PP x COM interaction was not examined). Self-Confidence is itself a program/counseling objective.

Male Control. Increased control accrues to white males generally excepting those entering the program in the Fall of 1974. Indian completers also show control gains but Chicano students do not. Minority men entering the program before the Winter of 1974-75, but not those entering later, show improved control. Ethnic group and completion influence score change with an interaction of counselor with ethnic group. Self-control is itself a counseling/program objective.

---

[4] The only counselor who was a minority member, an Indian woman, resigned during the Summer of 1974 possibly causing special dislocation in the counseling treatment program for minority students.

Male Vocational Development. Male subgroups excepting Chicano noncompleters and the Fall of 1974 entry group tend to show improved vocational development scores. For minority students generally the Winter of 1974-75 shows no change and the Summer of 1974 shows decreasing scores. Completion is a factor in vocational development, and counselor interacts with program period. Vocational development is a goal of the overall program with primary responsibility for attainment centered in Career Guidance rather than the Personal/Family counseling component. The interaction with program period indicates that either counselor ability to support career guidance in attainment, or program structures supportive of counselor support are an influencing factor. As the entire Mountain-Plains Program is geared to impacting vocational development of heads-of-household, this scale should, logically, show the strongest effect of any measure.

Male Intimacy. White males entering in the Winter of 1973-74, minority men entering in the Winter of 1973-74, the Spring of 1974, and the Fall of 1974 show gains as do Indian completers generally. No other male subgroup increases intimacy scores. Intimacy score change is influenced by completion, and there are no interactions. Intimacy is itself a program goal, and relates strongly to the marital development goal. Most male subgroups are not indicated to have developed increased ability to deal with marital/ family or general relationships as per this indicator.

Married Female Marriage and Family. White and Chicano women completing the entire program, Indian women completing either all of the program or only the core curriculum, white women entering in the Winter of 1973-74, Spring 1974, and Winter 1974-75, and minority women entering from Spring 1974 through Winter 1974-75 show reduction in marriage and family problems. One group, Indian noncompleters, show increased marriage and family problems. Completion is influenced by family problem resolution and there are no interactions among subgroups. Development and resolution in the marriage and family area are major counseling/program goals and are reflected in the objectives marital conflict resolution and intimacy. Overall results are quite favorable.

Married Female Self-Concept. All completion subgroups for whites and Indians who complete all or at least the core curriculum, Chicano's who complete all or none of the program, whites entering during all program periods except the Fall of 1974, and minority students entering from Fall, 1973 through Winter, 1973-74 (excepting the Winter of 1973-74) improve self-concept. Program period, completion, and counselor all affect self-concept development. Ethnic group interacts with counselor and program period. Self-concept is itself a counseling/program objective that is indicated to be favorably achieved in most instances.

Married Female Frustration. Women in all ethnic subgroups who completed the entire program decreased frustration levels. Those who did not, did not. Frustration decrease characterized white women entering in all program periods except the Fall of 1974 and Summer of 1975. Minority women experienced improvement if they entered from Fall of 1973 through Summer of 1974 (Winter of 1974-75 excepted). Frustration and completion are mutual influences and there are no interactions. Frustration decrease per se is not a program objective; although the social/coping skills indicated in the scale item content is.

Single Female Self-Concept.[5] White and Indian completers, but no non-completers, show self-concept gain. No one subgrouping evidences special influence on gain, and there are no interactions. Self-concept is itself a program objective.

---

[5] Because of the smaller number of single females attending the program, analysis of Chicano single females by completion and examination over program periods is not meaningful and is not reported.

Single Female Confidence. Both completing and noncompleting whites, but only completing Indians show increased confidence. No subgrouping variable is especially influential and there are no interactions. Self-Confidence improvement is a counseling/program objective.

Single Female Family/Interpersonal Problems. All white completion subgroups show improvement. Indian completers show decreased problems and noncompleters increased problems. Counselor influences score change on this variable, and ethnic group interacts with counselor, program period, and completion. Family and interpersonal skills (Intimacy, Social Contact) are central counseling/program objectives.

Single Female Vocational/Interpersonal Problems. Completing white and Indian females show score enhancement. Ethnic group and program period influence score change, and counselor interacts with ethnic group.

Summary by Objective

Self-Knowledge. Improvement is centered in the female subgroup with single females and those in the older age groups. The indicator scale, the POI Fr, shows a broad mutual influence between score change and subgrouping variables with all those examined being significant. An interaction of counselor with ethnic group indicates that counselors did not display uniform skill in counseling minorities.

Self-Acceptance. Improvement is again centered in the female subgroup--especially in the older (26 and older) and single members of this subgroup. Earlier program periods also seem to show greater gain; especially for minorities. Ethnic group, age, and counselors seem to be the critical concomitants of self-acceptance gain.

Self-Concept. Improved self-concept seems to be a general effect, but one not usually accruing to younger students. Earlier program periods seem to be the most successful--especially for minority students. All subgrouping factors are seen to contribute to gain. Counselor, period, and ethnic group influences are especially pronounced as indicated by the interaction of ethnic group with period and counselor.

Self-Confidence. Confidence improvement is achieved with students generally. Only men 26 and under and minority students in 1975 seem to escape unaffected. Only occupational area does not show influence on/by some subgrouping variable. Increased confidence is one of two positive effects that seem to be truly universal.

Flexibility/Adaptivity. Flexibility seems to have been one of the most difficult objectives to achieve. Again, females--especially single and older females--are those most likely to gain. Sex, ethnic group, program period, and counselor all affect change on one or more indicators. (Further pursuit of data showed that only two (of twenty) counselors, both female, had been able to show an average gain with all assigned students on the primary indicator, the POI Ex scale.

Inner Locus of Control (Inner Directedness). Females, especially those who are single, older, and entered during earlier program periods are those most likely to register gains; although married Indians and minority students in early program periods also show development. All subgrouping variables are influencing and counselor and ethnic group interact.

Intimacy and Marital Conflict Resolution. The familiar development pattern emerges. To progress be female, single, older, complete something, and if a minority member, attend in 1974. If male, arrange to be Indian for maximum chance of gain. All subgrouping variables except program period were seen to be significant influences on development.

Social Contact Skill. Minority men and older women are those indicated to be gainers in the social contact area--especially if they complete. Sex and marital status, program period, completion, counselor, and occupational area are all significant influences on one or more of the indicator measures.

Alcohol Problems and Personal Responsibility. These two objectives are coupled because each was independently assigned the same indicator measure. (The resulting conceptual coupling is also one which has a nice fit.) Improvement is indicated generally, but not for those who do not complete or who are minority members entering in 1975. Program period is an influence on married female progress uniquely. Progress of all SMS groups is a concomitant influence of counselor and of completion.

Dependability/Reliability. White males, particularly those 26-35, and both. Married and single women in the same age group are indicated to become more reliable. For once, completion, and especially age are more important than sex and marital status. In fact, SMS is unique among subgroups in not being a developmental factor on some indicator measure.

Overall Objectives. A portrait of the "ideal" combination for favorable development emerges. To be generally successful in Mountain-Plains, be a white, single female at least 21 years old (preferably 26 to 35 years of age), enter the program in 1974, get a good counselor, and complete.

DISCUSSION

Complexity. Evaluating anything on a large scale over time is a very difficult process. Variables requiring control proliferate. Mountain-Plains analysis is no exception. Given the initial assumption for affective evaluation--namely that asking the question "did it work?" is naive--the task of identifying the relevant subgroups and interactions emerges. Naivety caused initial optimism about "n" size for such analysis. It is currently and retrospectively clear that some desired analyses cannot be made because of insufficient subjects in some desired "cell." Others can only be accomplished by condensations of subgroups that subtract from the precision and interpretability of the analysis. Standard measures used do not have scales that, even given "evaluators license," relate to important objectives of the program. The Mountain-Plains developed Student Inventory, for examples, has inherently different scales for the three SMS subgroups; making analysis on the same basis as the 16PF and POI impossible. The ability of subjects to escape one or another required testing, and to accomplish this differently for different tests, leaves a constant question about the generalizability of results. These are reinforced and compounded by the frequent influence and interaction of such variables as counselor and program period which raise the most fundamental question--just what is the treatment being evaluated? And there are the chicken egg questions--do completers have decreasing family problem scores because they are completing, or are they completing because the treatments per se enabled them to come to grips with the problems? As is the case generally with evaluation research which focuses on the relevant rather than the easily measureable, conclusive resolution of questions is beyond the current state of evaluation methodology--especially as coupled with the larger complicative interactor--human fallibility. While the vocabulary of the results section may appear to invest the findings with authority or "cause-effect" directionality, the reader is here advised to apply his own sophistication and critical judgment in pursuit of the findings.

The Development Process. Change and developmental processes are complex, and are especially so in the affective domain. Should anyone have doubted this fact, a scan of the Developmental Effect tables (III.2, III.4, III.6) should suffice to renew humility. On many test scales a majority, and on occasion, all, of the subgrouping variables were shown to vary with subgroup score changes. Results summarized in these tables may be of more value to program developers than the "Did-they-or-didn't-they?" analysis of improvement. Program developers who have objectives related to one of the test scales analyzed (and the three tests do cover a rather broad area of the human psyche) can get indications of what may influence development on a particular program objective. For example, if a treatment population has a problem with tension level, the results on the 16PF Q_4 scale indicate that program factors, such as the occupational training area, are probably the major influence in sustaining that, and that therapeutic counseling (as indicated by the fact that counselor has no effect) is not the method of attack most probable of success. Additionally, the absence of interactions indicates that this effect is constant over elements of the treatment population such as age, sex, and ethnic group. This is one example.

A similar lesson emerges from consideration of the Developmental influence of most of the 39 test scales so analyzed. Both the confirmation (as if anyone needed that) of the complexity of the developmental process and some beginnings at sorting that complexity are contained in the current analysis.

Susceptibility to Change. At least within the environment and treatments under study, females (especially single females with dependents), and the mid-twenties to mid-thirties age group are clearly the most likely to change favorably and the most likely to complete the program. It is not clear whether it is the susceptibility to change or the changes made that influence the more favorable completion rate.

Single females with dependents are also the least affected by changes in treatments as they differ over time periods. Some built-in factor evidently propells this group which may be uniquely tapped by Mountain-Plains, but more likely is one that would assure at least some success for any program targeted on this population; a factor which might be kept in mind by those who develop and evaluate such programs (e.g. WIN programs). Minority students, on the other hand, seem to be most susceptible to treatment changes; showing much more favorable development in early and middle program periods than in later periods.

Counselor more frequently affected development than did any other factor (except completion which is as likely an effect as a cause), but sex coupled with marital status (as earlier mentioned), age, and ethnic group are similarly influential. The frequent interaction (seen on all but one POI scale) of counselor with ethnic group highlights the problem of counseling minority students. However, examination showed that the counselor who was most effective was a member of the predominant ethnic minority. The counselor most effective with minority students was also most effective with students generally, and the second ranking with minority students also ranked high with students generally. Proponents of the "you-need-to-be-competent-to-counsel-period!" school can, however, use the current results in concert with Conrad's (1975) results reviewed in Part I, Counselor Competence/

Personality. Even in the face of a vast treatment plant such as Mountain-Plains, the individual counselor emerges as a (maybe the) key to affective development. (In fact, the program period developmental differences are, at least in part, likely secondary counselor effects.) Counseling staff in those periods where development, particularly of minority students, was unfavorable, were fewer in number, and both the counselors and counseling administrators were less experienced than in periods showing favorable development.

Counseling Objectives. Were affective efforts, generally counseling efforts in particular, at Mountain-Plains focused around the correct objectives? A large volume of research as reviewed in Part II says, "Yes."[6] However, different students experience difficulties with different subsets of counseling objectives. Objectives reflect the general needs of the population, and inform administrators of affective components of the types of problems they should be staffed and structured to attend. In narrating the 16PF results, the bidirectionality of scales, and the possibility that changes in one direction could be favorable for some persons and subgroups and in the other for others was frequently cited. It is, therefore, particularly easy in group studies, to lose traces of positive effects to the facts of life and measurement--particularly with an instrument such as the 16PF. (It is also possible with a directional instrument such as the POI where changes needed and made by a significant minority of subjects can be overwhelmed by "no-change" made by the majority.) This is illustrated by the fact that those scales showing most (and most favorable) changes are exactly those where the vast majority of the entering population, regardless of subgroup, need development and thus receive focused attention (e.g. all of the SI scales, the 16PF C and O scales, the POI C scale).

---

[6] Results for all test scales used, rather than just those that relate to objectives, are reported, in part, to cover the possibility that traits/influences reflected by the tests but not formal objectives, contain important information.

Further Analysis. The only true measure of program success for an individualized program such as Mountain-Plains would require a knowledge of those objective areas where a student experienced special problems, and received focused treatment. Examination of individual records and profiles, assigning success categories via systematized professional judgment of these records and summation of these over students was accomplished. The manpower and recordkeeping that this would require are phenomenal. The records for such an analysis, however, exist. Developmental profiles for every student and narrative discussion of treatments and outcomes for all students prior to mid-1974, and a sample of 1/3 for the remainder. It is suggested that these records might be made available, for example, to a university counseling department filled with "free manpower" in the form of graduate students pursuing theses and dissertations, for such analysis.

Scales Used In Evaluation. The conditional nature of score change in a particular direction on the 16PF requires extensive scale-to-scale analysis for determination of favorability and argues against its use in group evaluation, or at least against such use of the majority of its scales. It is recommended that in future evaluation as per this model that clearly directional measures be found or developed for objectives.

Although the POI proved most useful, the subsample studies using the Tennessee Self-Concept Scale (See Counseling Services Report No. 20 and the Case Studies Reports as discussed and referenced in Part II) takes clearer focus on the Self-Concept--the paramount counseling objective--and is a more sensitive measure. It's use in conjunction with, or in some instances in place of, the POI could provide a better picture of development in this area.

The Student Inventory is the most reliable of the measures, and the most relevant as its item content was taken directly from student problem statements. However, its scales are highly interdependent and one can substitute "overall problems" for the name of any particular scale with considerable accuracy.

IMPLICATIONS FOR COUNSELING & PROGRAMMING

From synthesis of the three parts of this report with the subjective experience of the author (experience gained from: 1) direct work with Mountain-Plains students in counseling, 2) organization and initial administration of the counseling program, 3) conducting in-depth interviews with a stratified random sample of departed families, and 4) two years of collecting, analyzing, and discussing data on affective development and general data discussions with staff, fellow researchers, and outside consultants) come a set of perceptions and recommendations. These recommendations/implications are strongly felt, strongly worded, and in most cases, strongly supported by the objective data.

1. The key variable in any educational or therapeutic equation is the individual teacher or counselor. Some teachers and counselors were obtaining spectacular results when the overall organization of the Mountain-Plains Program more resembled the aftermath of an earthquake than a developmental vehicle. Others were still unable to assist their students and clients after both procedures and geographies had been "ideally" organized and intensive training provided. The replacement of individual competence by educational technology, recently heralded as an event that was either in process, already accomplished, or just around the corner (depending on which educational prophet one chose to credit) has apparently been postponed indefinitely. A fundamental

misapplication of emphasis and resources, in the opinion of this observer, was Mountain-Plains' emphasis on paper products (curriculum).[7] Mountain-Plains was at least partly guilty of the fundamental mistake of current social programs which University of Michigan psychologist David Guttman recently described in Commentary as, ". . . trying to find technological solutions to personal problems," (a developmental analogy of the round peg and square hole so widespread as to be accepted by most as a true fit).

2. No amount of skill training will enhance the therapeutic ability of a counselor whose own personality is in disorder. There was no relationship between amount of formal counselor education completed and counselor effectiveness on any of five criteria explored in a preliminary study (supervisor rating, client rating, client psychological test score gain, teacher ratings, administrator ratings). (See Part II.) Nor was a very extensive in-service program successful in enhancing the therapy skills of those counselors whose personality profiles showed average to below average strength. It is the opinion of the author that those counselors needed to expose themselves to extensive therapy (an option that was available) in order to make use of past (or future) training, but that one aspect of their "problem" was an unwillingness to take (or fear of taking) such an intensive focus on their own development. It is a current firm conviction of the author that the key variable in counseling (for counselor training) is selection. Some will be able to absorb training and become effective, but others will, to paraphrase Whitley and Associates (1972), ". . . only acquire vocabulary of words and phrases which sound professionally

---

[7] One must be very cautious in attributing this "mistake" (if indeed mistake it be) as its history is long and its roots branching.

appropriate." To the extent the latter group are exposed to, and allowed to complete preparatory programs, training resources are wasted, and counseling degrees and drivers licenses will be similarly useful predictors of therapeutic effectiveness.

3. Specialty counseling is irrelevant to disadvantage clients. The key reality to problems experienced by Mountain-Plains students (and the disadvantaged generally) is the interactive nature. At one point early on it was decided that Mountain-Plains needed a specialty counselor for each problem.[8] A marriage counselor. A minority counselor. An alcoholism counselor. A self-concept development counselor. A women's counselor, etc. But the primary critical problem of one ethnic minority, as best it can be interpreted, was that self-concept problems were coped with by drinking behavior that caused or exacerbated marital problems that usually wore most heavily on the woman. To which counselor should we assign this family? Should each session have the husband and wife plus five counselors? It became (relatively) quickly apparent while a counselor with skills and interests in a specialty area was a valuable asset, all counselors must have broad therapeutic skills in order to deal with the range of problems offered. Each counselor had to be at least sufficiently conversent in all areas to consult with, and use the knowledge of, the staff specialist without including each needed specialist in each session.

4. To the extent that the extra-counseling environment can be structured, counseling success can be enhanced. While this may seem too uncontroversial a statement for inclusion in the current listing, it is especially

---

[8] A view that was unable to sustain itself for long.

relevant to Mountain-Plains, and needs to be included. In those instances where the willing and competent cooperation of a spouse, and/or neighbor, and/or teacher, and/or . . . could be enlisted, therapy objectives were more likely to be accomplished. The range of influences shown for score change on psychological scales (Tables III.2, III.4, and III.6) show the number of contributors (or retardants) which bear on a particular personality trait or process. Probably the second greatest failure of Mountain-Plains (although a failed attempt to achieve a known good rather than one of misdirected effort) was the inability to consistently have available/enlist-the-aid-of competent persons in the client's environment. Future programs which share Mountain-Plains' goals and population should select all staff, from administrators and teachers through aides and secretaries, for their willingness to cooperate in affective development efforts[9] as well as their ability to be or to learn to be useful partners in that process.

5. Separation of personal/family therapeutic counseling from Career Guidance activities by department and by definition of responsibility was a major innovation of Mountain-Plains, and one that bears more widespread use and evaluation. The relationship of personal development to career development is highlighted in current data by the fact that vocational development as measured by the student inventory was affected by assigned therapeutic counselor. While the interactivity of personal and career/vocational variables is given, each is sufficiently important to warrant separate specialized attention. This might be an

---

[9] Self-concept has been shown to be a significant predictor of post-center income. While correlation does not establish cause-effect, current and previous, sub-sample analyses show self-concept development to accrue during treatment at Mountain-Plains.

especially useful idea for both "mental health" and "social work" professionals who may overlook the vocational aspects of "personal" problems, as well as for such professionals as ESCS counselors and high school guidance counselors who may overlook the role of inter- and intra-personal skill/strength in vocational success and satisfaction. In line with number four above, cooperative efforts from several directions are the approach most probable of success in impacting "counseling problems"--be they those usually addressed "in vacuo" by guidance, social work, or therapy professionals. It was the experience at Mountain-Plains that such disciplines do indeed have functions sufficiently important and specialized to be assigned to different persons and components. However, it is the full cooperation of "counseling" professionals with each other (and with teachers, friends, and yes, on occasion even with law enforcement professionals), that eventuated to the greatest benefit of the student/client. The separate but concerted use of professionals and services normally province of separate (and often warring) professional enclaves is a Mountain-Plains procedure worthy of emulation. Currently, helping services seem sidetracked by two faces of a critical problem--the helping professional working in isolation who either attempts to provide services beyond his scope--or ignores his responsibility for problems on the borders of (or beyond) his domain. Mountain-Plains is an excellent model for the separation, specification, and reintegration of helping services.

6. Isolation was an asset to the Mountain-Plains Program. From all directions (and motivations) have come complaints about the isolated location of the Mountain-Plains Program. Isolation has been the "whipping boy"

for ills ranging from ability to attract and hold staff and students through paucity of interaction with funding agency (and other) professionals--even unto the cause of medical problems. Even should these arguments be valid (and validity is an open questions), isolation was still a key factor in whatever success Mountain-Plains obtained. Students often stayed simply because it was so hard and far to go. The bleak geography and nature of the "outpost" community did bring problems to the surface[10] as there were few distractors and it was difficult to impossible to avoid persons and situations. Isolation elicited/exposed problems and weaknesses thus providing an opportunity for Mountain-Plains to address same. Isolation, far from being a curse, provided as great an opportunity for change and development as any site that could have been selected. To the extent that Mountain-Plains was unable to assist in resolving problems uncovered, its application of resources is a more profitable area for analysis than its geography.

7. Self-concept is the central difficulty of students who attended Mountain-Plains. Sources as diverse as secretaries and psychological tests have indicated that to the extent one term captions the problems of the problems of the population it is "self-concept." "Street knowledge" also focuses on this need in, "Say it loud--I'm black and I'm proud," "Black is beautiful," and the like. Counseling Services Report No. 20 (Mayotte and Conrad, 1974) highlighted both the nature

---

[10] Staff and students alike were fond of saying that the environment caused problems. The more accurate statement is that the environs made it very difficult to ignore, hide, avoid, or otherwise escape (as opposed to facing) problems. Those who faced the problems almost universally experienced a "strengthening of character." Those who did not usually departed for environs that offered more distractions, diversions, and other such methods of self-avoidance. This was equally true of staff and student.

of this problem, and the fact that improvement in self-concept could be obtained by two diverse counseling treatments applied in group settings--one of which required only average counseling skill to execute. We will here be so bold as to say all relevant treatment for disadvantaged populations should include a specific treatment component aimed at self-concept development. (Two urban studies using two different self-concept theories reached similar conclusions about the role of self-concept in disadvantaged population; particularly as regards its role in employability. (Case Studies follow-ups showed self-concept to be most predictive of income among a range of measures.)

8. To work with disadvantaged persons, staff must understand that: 1) poor does not mean stupid, 2) must be willing and able to confront students. Program staff, including some counseling professionals (who definitely should have known better), seemed often to be inhibited in their ability to assist students by a concomitant belief that "poor" meant stupid, and an unwillingness to confront manipulative behavior. Publicity from counseling and research that the mean and variability of IQ scores for Mountain-Plains students did not differ significantly from those of the adult population generally is yet another example of the futility of trying to alter belief with simple information giving. Staff for such programs should be selected for and/or intensively trained such that the "stupid-poor" assumption is absent or disappears, and that both the necessity for confronting and ability to confront are qualities of staff generally. Absence of this quality correlates (at least it often did at Mountain-Plains) with talking-down-to students, but little "man-to-man" confrontation of manipulative and other unproductive behavior.

The aforegoing list is by no means exhaustive of the affective development findings/implications from the Mountain-Plains Program. It is limited to those elements most important: 1) To fulfillment of personal, family, and vocational development as embodied in objectives assigned primarily to the therapeutic counseling component, and 2) For the counseling profession. Other related implications can be pursued in the thirty preliminary studies and in the Summative Reports for other affective components. It is also limited by the desire to avoid losing major implications in a sea of those which are interesting and potentially useful, but not central. Data available in the three-hundred plus data tables in the final analysis and preliminary reports is far from exhausted, and its further analysis and interpretation--either formally or by individual readers--should prove fruitful.

Table III.1

POI Scale Score Changes by Subgroup

	Tc	I	SAV	Ex	Fr	S	Sr	Sa	Nc	Sy	A	C
All Students ($p \leq 0.05$)	o	+	o	o	+	+	+	+	o	o	+	+
White Male	o	o	o	o	o	o	o	o	o	o	o	o
Indian Male	o	o	o	o	o	o	o	o	-	o	o	+
Chicano Male	o	o	o	o	o	o	-	+	o	o	o	o
Mar. White Fem.	o	o	o	o	o	o	o	o	o	o	+	+
Mar. Indian Fem.	o	o	o	o	o	o	o	o	o	-	o	o
Mar. Chicano Fem.	o	o	-	o	o	o	o	o	o	o	-	o
Sngl. White Fem.	+	+	+	+	+	+	+	+	o	+	+	+
Sngl. Indian Fem.	o	+	+	+	+	+	+	o	+	+	+	+
Sngl. Chicano Fem. (n=2)	o	+	+	+	+	+	+	o	+	-	+	+
Male Under 21	o	o	o	o	-	o	o	o	o	o	o	o
Male 21-25	o	o	o	o	o	o	o	o	o	o	o	o
Male 26-30	o	o	o	o	o	o	o	o	o	o	o	o
Male 31-35	o	o	o	o	o	o	o	o	o	o	o	o
Male over 35	o	o	o	o	o	o	o	+	o	o	o	o
Mar. Fem. Under 21	o	o	o	o	o	o	o	o	o	o	o	o
Mar. Fem. 21-25	o	o	o	o	o	o	o	o	o	o	o	o
Mar. Fem. 26-30	o	+	o	o	+	+	+	+	o	o	+	+
Mar. Fem. 31-35	o	+	o	o	+	o	+	+	o	o	+	+
Mar. Fem. Over 35	o	+	+	o	+	+	+	+	+	o	+	+
Sngl. Fem. Under 21	+	o	o	o	o	o	o	o	o	o	o	o
Sngl. Fem. 21-25	+	+	+	+	+	+	+	+	o	+	+	+
Sngl. Fem. 26-30	+	+	+	+	+	+	+	o	+	+	+	+
Sngl. Fem. 31-35	o	+	o	+	+	+	+	+	+	o	+	+
Sngl. Fem. Over 35	o	+	+	+	+	+	+	+	o	o	+	+
Male Spring '74	o	o	o	o	o	o	o	o	o	o	o	o
Male Summer '74	o	o	o	o	o	o	o	o	o	o	o	+
Male Fall '74	o	o	o	o	o	o	o	o	o	o	o	o
Male Winter '74/75	o	o	o	o	o	o	o	o	o	o	o	o
Male Spring '75	o	o	-	-	o	o	-	o	-	o	o	o
Male Summer '75	o	o	o	o	o	o	o	o	o	-	-	o
Mar. Fem. Spring '74	o	o	o	o	o	o	+	o	o	o	+	o
Mar. Fem. Summer '74	o	o	o	o	o	o	o	o	o	o	o	+
Mar. Fem. Fall '74	o	o	o	o	+	o	+	o	o	o	o	o
Mar. Fem. Winter '74/75	o	o	o	o	o	o	o	o	o	o	o	o
Mar. Fem. Spring '75	o	o	o	o	o	o	+	o	o	o	o	o
Mar. Fem. Summer '75	o	o	o	o	o	o	o	o	o	o	o	o

Table III.1 (Continued)

	Tc	I	SAV	Ex	Fr	S	Sr	Sa	Nc	Sy	A	C
Sngl. Fem. Spring '74	+	+	+	o	o	+	+	o	+	+	+	+
Sngl. Fem. Summer '74	+	+	+	+	+	+	+	+	+	o	+	+
Sngl. Fem. Fall '74	+	+	+	+	+	+	+	+	+	+	+	+
Sngl. Fem. Winter '74/75	+	+	+	o	+	o	+	+	o	-	+	+
Sngl. Fem. Spring '75	+	+	+	+	+	+	+	+	o	o	o	+
Sngl. Fem. Summer '75	o	o	o	o	o	o	o	o	o	o	o	o
Male												
Complete All	o	o	o	o	o	o	o	o	o	o	o	o
Complete None	o	-	-	o	o	o	-	o	-	o	o	o
Female												
Complete All	o	+	o	o	+	+	+	+	o	o	o	+
Complete Core	o	o	o	o	o	o	o	o	o	o	o	+
Complete None	o	o	-	o	o	o	o	o	o	o	o	o
White												
Complete All	o	o	o	o	o	o	o	o	o	o	o	o
Complete Core	o	o	o	o	o	o	o	o	o	o	+	+
Complete None	o	o	-	o	o	o	o	o	-	-	o	o
Indian												
Complete All	o	+	+	o	o	+	+	o	o	o	+	+
Complete Core	+	o	-	o	+	o	o	o	o	-	o	+
Complete None	o	o	-	o	o	o	o	o	-	-	o	o
Chicano												
Complete All	o	o	o	o	o	o	-	o	+	o	o	o
Complete Core	o	o	o	o	+	o	o	o	o	o	-	o
Complete None	o	o	o	-	o	o	o	o	o	o	-	o
White												
Spring '74	o	o	o	o	o	o	o	o	o	o	o	o
Summer '74	o	o	o	o	o	o	+	+	o	o	o	+
Fall '74	o	o	o	o	o	o	o	o	o	o	o	o
Winter '74/75	o	o	o	o	o	o	o	o	o	o	o	o
Spring '75	o	o	o	o	o	o	o	o	o	o	o	o
Summer '75	o	o	o	o	o	o	o	o	o	o	o	o
Minority												
Spring '74	o	o	o	-	o	-	+	o	-	-	o	o
Summer '74	+	+	o	+	o	+	+	+	o	+	o	+
Winter '74/75	+	o	o	o	+	o	+	+	o	-	+	+
Spring '75	o	o	o	o	o	o	o	o	o	o	o	o
Summer '75	o	-	-	-	o	o	-	o	-	-	-	o

Note: Detailed tables here summarized are appended.

Table III.2

Influences of Subgrouping Variables on POI Scores

POI Scale	Effect On Development						Interaction								
	Sex/Marital Status (SMS)	Ethnic Group (EG)	Age (AGE)	Program Period (PP)	Completion Status (COM)	Assigned Counselor (CO)	SMS x EG	SEX x COM	SMS x AGE	SEX x CO	SMS x PP	EG x COM	EG x PP	EG x CO	CO x COM
Tc	-Y	Y	Y	N	Y	Y	N	Y	N	N	N	Y	N	Y	N
I	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	Y	N
SAV	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	Y	N
Ex	Y	Y	N	Y	-N	Y	N	N	N	N	N	N	N	Y	N
Fr	Y	Y	Y	-Y	Y	Y	N	N	N	N	N	N	N	Y	N
S	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	Y	N
Sr	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	Y	N
Sa	N	Y	Y	-N	-N	Y	N	N	N	N	N	N	N	N	N
Nc	Y	Y	Y	-Y	Y	Y	N	N	N	N	N	N	N	Y	Y
Sy	Y	Y	N	Y	-N	Y	N	N	N	N	N	Y	Y	Y	N
A	Y	Y	N	-N	Y	Y	Y	N	N	N	N	N	N	Y	N
C	Y	Y	Y	-N	Y	Y	N	N	N	N	N	N	N	Y	N

Note 1: Y = Yes, N = No.

Note 2: Detailed tables here summarized are appended.

Table III.3

16PF Scale Score Changes by Subgroup

	A	B	C	E	F	G	H	I	L	M	N	O	Q_1	Q_2	Q_3	Q_4
All Students (1/3 SD)	o	o	o	o	o	o	o	o	o	o	o	-	o	o	o	-
White Male	o	o	o	o	o	o	o	o	o	o	o	o	o	o	o	o
Indian Male	o	+	+	o	+	-	+	o	o	+	-	-	-	o	-	o
Chicano Male	o	o	o	+	+	-	o	o	o	-	o	-	-	o	o	o
Mar. White Fem.	o	o	o	o	o	o	o	o	+	o	o	-	o	o	o	-
Mar. Indian Fem.	o	o	+	+	+	-	+	o	o	+	o	-	o	o	o	o
Mar. Chicano Fem.	o	+	o	+	o	o	o	o	o	-	+	-	-	-	o	-
Sngl. White Fem.	o	o	+	o	o	o	o	o	o	o	o	-	o	+	o	-
Sngl. Indian Fem.	o	+	o	o	o	o	o	o	+	o	o	-	-	+	o	+
Sngl. Chicano Fem.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Male Under 21	o	o	o	o	o	o	o	+	o	+	o	o	o	o	o	o
Male 21-25	o	o	o	o	o	o	o	o	o	o	o	o	o	+	o	o
Male 26-30	o	o	+	o	o	-	+	o	o	o	o	-	o	o	o	-
Male 31-35	o	o	+	o	o	o	o	o	o	o	o	-	o	o	o	o
Male over 35	o	o	o	o	+	o	o	+	o	o	o	-	o	o	+	-
Mar. Fem. Under 21	o	o	o	o	o	-	o	o	o	o	o	-	o	+	o	-
Mar. Fem. 21-25	o	o	o	o	o	o	o	o	+	o	o	-	o	o	o	o
Mar. Fem. 26-30	o	o	+	o	o	o	o	-	o	+	-	-	o	o	o	-
Mar. Fem. 31-35	o	+	+	o	+	o	o	o	o	o	o	-	o	o	o	-
Mar. Fem. Over 35	o	o	o	+	o	o	+	-	o	+	o	-	+	o	o	-
Sngl. Fem. Under 21	o	+	o	o	o	o	o	o	-	o	o	o	o	+	o	-
Sngl. Fem. 21-25	o	o	o	o	o	o	o	+	o	o	o	-	o	+	o	-
Sngl. Fem. 26-30	+	+	+	o	o	o	+	o	o	+	-	-	o	o	+	o
Sngl. Fem. 31-35	o	o	+	o	o	o	o	o	-	+	-	-	+	o	+	-
Sngl. Fem. Over 35	o	-	o	-	-	o	o	-	o	o	o	o	o	o	o	o

Table III.3 (Continued)

	A	B	C	E	F	G	H	I	L	M	N	O	Q_1	Q_2	Q_3	Q_4
Male Spring '74	-	o	o	o	-	-	o	+	o	+	o	o	o	+	o	-
Male Summer '74	o	o	o	o	o	-	o	o	o	o	o	-	o	o	o	o
Male Fall '74	o	o	+	o	o	o	o	o	o	o	o	o	o	o	-	o
Male Winter '74/75	o	o	+	+	o	o	+	o	-	+	-	o	o	o	+	o
Male Spring '75	o	o	o	o	o	o	o	o	+	o	o	-	-	o	o	-
Male Summer '75	o	o	o	o	o	-	o	o	o	o	o	o	o	o	+	o
Mar. Fem. Spring '74	o	o	+	o	o	o	o	o	o	o	o	-	o	o	o	-
Mar. Fem. Summer '74	o	o	+	o	o	-	o	o	o	o	o	o	o	+	o	-
Mar. Fem. Fall '74	o	o	+	o	+	o	o	o	o	o	o	-	o	o	o	o
Mar. Fem. Winter '74/75	-	o	o	o	+	-	o	o	o	+	o	o	-	o	o	o
Mar. Fem. Spring '75	-	o	o	o	o	-	o	-	+	o	o	o	-	+	o	o
Mar. Fem. Summer '75	o	o	o	o	o	o	o	o	o	o	o	-	o	o	o	-
Sngl. Fem. Spring '74	o	o	o	o	o	-	+	o	-	+	o	-	+	+	o	-
Sngl. Fem. Summer '74	o	o	+	o	o	o	+	o	o	o	o	-	o	o	o	o
Sngl. Fem. Fall '74	o	o	+	o	-	+	o	o	o	o	-	-	o	+	o	o
Sngl. Fem. Winter '74/75	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Sngl. Fem. Spring '75	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Sngl. Fem. Summer '75	-	+	o	o	o	o	o	+	o	o	o	o	o	+	o	-
Male																
Complete All	o	o	o	o	o	o	o	o	o	o	o	o	o	o	o	o
Complete None	-	o	o	o	o	o	o	o	o	o	+	-	-	o	-	o
Female																
Complete All	o	o	o	o	o	o	o	o	o	o	o	-	o	o	o	-
Complete Core	o	o	o	o	o	o	o	o	o	-	o	-	o	o	o	-
Complete None	-	o	o	o	o	-	o	o	o	-	o	o	o	+	o	o
White																
Complete All	o	o	o	o	o	o	o	o	o	o	o	-	o	o	o	-
Complete Core	o	o	o	o	o	-	o	o	o	o	o	-	o	o	o	-
Complete None	-	o	o	o	o	-	o	o	o	o	+	-	-	+	o	o

Table III.3 (Continued)

	A	B	C	E	F	G	H	I	L	M	N	O	Q_1	Q_2	Q_3	Q_4
Indian																
Complete All	o	+	+	+	+	-	+	o	o	+	o	-	o	+	o	o
Complete Core	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Complete None	o	o	o	o	o	-	+	+	o	+	o	-	o	o	-	o
Chicano																
Complete All	o	o	o	o	o	-	o	o	o	-	-	o	-	o	o	o
Complete Core	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Complete None	-	+	o	+	+	o	o	o	o	+	-	-	-	-	+	-
White																
Spring '74	o	o	o	o	o	-	o	o	o	+	o	o	u	+	o	-
Summer '74	o	o	+	o	o	o	o	o	o	o	+	-	u	o	o	o
Fall '74	o	o	+	o	o	o	o	o	o	o	o	o	u	o	o	o
Winter '74/75	o	o	+	+	+	-	o	o	o	+	-	-	u	o	+	o
Spring '75	o	o	o	o	o	-	o	o	+	o	o	-	u	+	o	-
Summer '75	o	o	o	o	o	o	o	o	o	o	o	o	u	o	o	-
Minority																
Spring '74	-	-	+	o	+	o	o	+	o	+	o	-	u	o	-	o
Summer '74	o	o	+	o	o	-	+	+	o	o	o	-	u	o	+	+
Fall '74	o	+	o	+	+	-	+	o	o	+	o	-	u	o	o	o
Winter '74/75 (n=4)	x	x	x	x	x	x	x	x	x	x	x	x	u	x	x	x
Spring '75	o	o	o	+	o	-	o	o	+	-	o	o	u	-	o	o
Summer '75	o	+	o	o	o	o	o	o	o	+	-	o	u	-	o	o

a Higher post test scores are considered favorable for most subgroups.

b Lower post test scores are considered favorable for most subgroups.

Note 1: Where a scale directionality is not clearly favorable/unfavorable and Mountain-Plains entry norms tend to be normative an indication is not given.

Note 2: An "x" in the table means the n size for the cell are too small for confidence interpretation. A "u" means data was not supplied for consideration of the author.

Table III.4

Developmental Influences on 16PF Scores

	Developmental Influence							Interaction									
Factor and High Score Description	Sex/Marital Status (SMS)	Ethnic Group (EG)	Age (AGE)	Program Period (PP)	Completion Status (COM)	Assigned Counselor (CO)	Occupational Area (OA)	SMS x EG	SMS x AGE	SMS x PP	SEX x COM	EG x COM	CO x SMS	CO x COM	EG x CO	SMS x OA	EG x PP
A, Outgoing	Y	N	N	N	Y	N	Y	N	N	N	Y	N	N	Y	N	N	N
B, Intelligence	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	Y
C, Stability	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	N	N	N	N
E, Assertiveness	Y	N	Y	Y	N	Y	Y	N	N	N	N	N	N	Y	N	N	N
F, Happy-Go-Lucky	N	N	N	Y	Y	N	N	N	N	N	N	N	N	N	N	N	N
G, Conscientious	N	N	Y	N	Y	N	N	N	N	N	N	Y	N	Y	N	N	N
H, Venturesome	N	N	N	N	Y	Y	N	N	N	N	N	N	N	N	N	N	N
I, Tender-Minded	Y	N	Y	N	Y	Y	N	N	Y	N	Y	N	N	Y	N	N	N
L, Suspicious	Y	Y	Y	N	Y	Y	N	N	N	N	Y	N	N	N	N	N	N
M, Imaginative	Y	N	N	N	Y	N	N	N	Y	N	Y	N	N	N	N	N	N
N, Astute	Y	N	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N	N	N
O, Apprehensive	Y	Y	Y	N	Y	Y	N	N	N	N	N	N	N	Y	Y	N	N
Q_1, Experimenting	N	N	N	N	Y	N	N	N	N	N	Y	N	N	N	N	N	u
Q_2, Self-Sufficient	Y	N	Y	N	Y	Y	N	N	N	N	Y	N	N	N	N	Y	N
Q_3, Controlled	N	Y	Y	N	Y	Y	N	N	N	N	N	Y	N	N	N	N	N
Q_4, Tense	Y	N	Y	N	N	N	Y	N	N	N	N	N	N	N	N	N	N

Note 1: Y = Yes, N = No.

Note 2: A "u" means data was not supplied for consideration of the author.

Table III.5

Student Inventory Score Changes by Subgroup

	Male				Single Female			
	Confidence	Control	Vocational Development	Intimacy	Self-Concept	Confidence	Family/ Interpersonal Problems	Vocational/ Interpersona Problems
White								
Complete	+	+	+	o	+	+	+	+
Not Complete	+	+	+	o	o	+	+	o
Indian								
Complete	+	+	+	+	+	+	+	+
Not Complete	o	o	+	o	o	o	-	o
Chicano								
Complete	+	o	+	o	x	x	x	x
Not Complete	o	o	o	o	x	x	x	x

	MF Marriage & Family	Sc Self-Concept	Fr Frustration
White			
Complete All	+	+	+
Complete Core	o	+	o
Complete None	o	+	o
Indian			
Complete All	+	+	+
Complete Core	+	+	o
Complete None	-	o	o
Chicano			
Complete All	+	+	+
Complete Core	o	o	o
Complete None	o	+	o

Table III.5 (Continued)

	Student Inventory Scale (Male)			
	Confidence	Control	Vocational Development	Intimacy
White				
Fall '73	+	+	+	o
Winter '73/74	+	+	+	+
Spring '74	+	+	+	o
Summer '74	+	+	+	o
Fall '74	o	o	o	o
Winter '74/75	+	+	+	o
Spring '75	+	+	+	o
Summer '75	+	+	+	o
Minority				
Fall '73	o	+	+	o
Winter '73/74	+	+	+	+
Spring '74	+	+	+	+
Summer '74	+	+	+	o
Fall '74	+	+	+	+
Winter '74/75	o	o	o	o
Spring '75	o	o	+	o
Summer '75	o	o	-	o

	Student Inventory (Married Female)		
	Marriage & Family	Self-Concept	Frustration
White			
Fall '73	o	+	+
Winter '73/74	+	+	+
Spring '74	+	+	+
Summer '74	o	+	+
Fall '74	o	o	o
Winter '74/75	+	+	+
Spring '75	o	+	+
Summer '75	o	+	o

Table III.5 (Continued)

	Student Inventory (Married Female)		
	Marriage & Family	Self-Concept	Frustration
Minority			
Fall '73	o	+	+
Winter '73/74	o	o	o
Spring '74	+	+	+
Summer '74	+	+	+
Fall '74	+	+	o
Winter '74/75	+	+	o
Spring '75	o	o	o
Summer '75	o	o	o

Note: There are too few single female scores for program period by minority analysis.

Table III.6

Developmental Influences on Student Inventory Scores

	Ethnic Group (EG)	Program Period (PP)	Completion Status (COM)	Assigned Counselor (CO)	EG x PP	EG x COM	EG x CO	CO x COM	CO x PP
Male									
Confidence	N	N	Y	Y	N	N	N	N	N
Control	Y	N	Y	N	N	N	Y	N	N
Vocational Development	N	N	Y	N	N	N	N	N	Y
Intimacy	N	N	Y	N	N	N	N	N	N
Single Female									
Self-Concept	N	N	N	N	N	N	N	N	x
Confidence	N	N	N	N	N	N	N	N	x
Family/Interpersonal	N	N	N	Y	N	N	N	N	x
Vocational/Interpersonal	Y	Y	N	N	N	N	Y	N	x
Married Female									
Marriage & Family	N	N	Y	Y	Y	Y	Y	N	N
Self-Concept	N	Y	Y	Y	Y	N	Y	N	N
Frustration	N	N	Y	N	N	N	N	N	N

Note: Y = Yes, N = No.

Table III.7

Indicators by Objective: Self-Knowledge

	POI, Fr
White Male	o
Indian Male	o
Chicano Male	o
Mar. White Fem.	o
Mar. Indian Fem.	o
Mar. Chicano Fem.	o
Sngl. White Fem.	+
Sngl. Indian Fem.	+
Sngl. Chicano Fem.	+
Male Under 21	-
Male 21-25	o
Male 26-30	o
Male 31-35	o
Male over 35	o
Mar. Fem. Under 21	o
Mar. Fem. 21-25	o
Mar. Fem. 26-30	+
Mar. Fem. 31-35	+
Mar. Fem. Over 35	+
Sngl. Fem. Under 21	o
Sngl. Fem. 21-25	+
Sngl. Fem. 26-30	+
Sngl. Fem. 31-35	+
Sngl. Fem. Over 35	+
Male Spring '74	o
Male Summer '74	o
Male Fall '74	o
Male Winter '74/75	o
Male Spring '75	o
Male Summer '75	o
Mar. Fem. Spring '74	o
Mar. Fem. Summer '74	o
Mar. Fem. Fall '74	+
Mar. Fem. Winter '74/75	o
Mar. Fem. Spring '75	o
Mar. Fem. Summer '75	o

	POI, Fr
Sngl. Fem. Spring '74	o
Sngl. Fem. Summer '74	+
Sngl. Fem. Fall '74	+
Sngl. Fem. Winter '74/75	+
Sngl. Fem. Spring '75	+
Sngl. Fem. Summer '75	o
Male	
Complete All	o
Complete None	o
Female	
Complete All	+
Complete Core	o
Complete None	o
White	
Complete All	ooo
Complete Core	o
Complete None	o
Indian	
Complete All	o
Complete Core	+
Complete None	o
Chicano	
Complete All	o
Complete Core	+
Complete None	o
White	
Spring '74	o
Summer '74	o
Fall '74	o
Winter '74/75	o
Spring '75	o
Summer '75	o
Minority	
Spring '74	o
Summer '74	o
Fall '74	+
Winter '74/75	o
Spring '75	o
Summer '75	o

Table III.8

Indicators by Objective: Self-Acceptance

	POI, Sa	POI, A
White Male	o	o
Indian Male	o	o
Chicano Male	+	o
Mar. White Fem.	o	+
Mar. Indian Fem.	o	o
Mar. Chicano Fem.	o	-
Sngl. White Fem.	+	+
Sngl. Indian Fem.	o	+
Sngl. Chicano Fem.	o	+
Male Under 21	o	o
Male 21-25	o	o
Male 26-30	o	o
Male 31-35	o	o
Male over 35	+	o
Mar. Fem. Under 21	o	o
Mar. Fem. 21-25	o	o
Mar. Fem. 26-30	+	+
Mar. Fem. 31-35	+	+
Mar. Fem. Over 35	+	+
Sngl. Fem. Under 21	o	o
Sngl. Fem. 21-25	+	+
Sngl. Fem. 26-30	o	+
Sngl. Fem. 31-35	+	+
Sngl. Fem. Over 35	+	+
Male Spring '74	o	o
Male Summer '74	o	o
Male Fall '74	o	o
Male Winter '74/75	o	o
Male Spring '75	o	o
Male Summer '75	o	-
Mar. Fem. Spring '74	o	+
Mar. Fem. Summer '74	o	o
Mar. Fem. Fall '74	o	o
Mar. Fem. Winter '74/75	o	o
Mar. Fem. Spring '75	o	o
Mar. Fem. Summer '75	o	o

	POI, Sa	POI, A
Sngl. Fem. Spring '74	o	+
Sngl. Fem. Summer '74	+	+
Sngl. Fem. Fall '74	+	+
Sngl. Fem. Winter '74/75	+	+
Sngl. Fem. Spring '75	+	o
Sngl. Fem. Summer '75	o	o
Male		
Complete All	o	o
Complete None	o	o
Female		
Complete All	+	o
Complete Core	o	o
Complete None	o	o
White		
Complete All	o	o
Complete Core	o	+
Complete None	o	o
Indian		
Complete All	o	+
Complete Core	o	o
Complete None	o	o
Chicano		
Complete All	o	o
Complete Core	o	-
Complete None	o	-
White		
Spring '74	o	o
Summer '74	+	o
Fall '74	o	o
Winter '74/75	o	o
Spring '75	o	o
Summer '75	o	o
Minority		
Spring '74	o	-
Summer '74	+	+
Fall '74	+	-
Winter '74/75 (n=4)	o	o
Spring '75	o	o
Summer '75	o	-

Table III.9

Indicators by Objective: Self-Concept

	POI, Sr		POI, Sr
White Male	o	Sngl. Fem. Spring '74	o
Indian Male	o	Sngl. Fem. Summer '74	+
Chicano Male	-	Sngl. Fem. Fall '74	+
		Sngl. Fem. Winter '74/75	+
Mar. White Fem.	o	Sngl. Fem. Spring '75	+
Mar. Indian Fem.	o	Sngl. Fem. Summer '75	o
Mar. Chicano Fem.	o		
		Male	
Sngl. White Fem.	+	Complete All	o
Sngl. Indian Fem.	+	Complete None	-
Sngl. Chicano Fem.	+		
		Female	
Male Under 21	o	Complete All	+
Male 21-25	o	Complete Core	o
Male 26-30	o	Complete None	o
Male 31-35	o		
Male over 35	o	White	
		Complete All	o
Mar. Fem. Under 21	o	Complete Core	o
Mar. Fem. 21-25	o	Complete None	o
Mar. Fem. 26-30	+		
Mar. Fem. 31-35	+	Indian	
Mar. Fem. Over 35	+	Complete All	+
		Complete Core	o
Sngl. Fem. Under 21	o	Complete None	o
Sngl. Fem. 21-25	+		
Sngl. Fem. 26-30	+	Chicano	
Sngl. Fem. 31-35	+	Complete All	-
Sngl. Fem. Over 35	+	Complete Core	o
		Complete None	o
Male Spring '74	o		
Male Summer '74	o	White	
Male Fall '74	o	Spring '74	o
Male Winter '74/75	o	Summer '74	+
Male Spring '75	-	Fall '74	o
Male Summer '75	o	Winter '74/75	o
		Spring '75	o
Mar. Fem. Spring '74	+	Summer '75	o
Mar. Fem. Summer '74	o		
Mar. Fem. Fall '74	+	Minority	
Mar. Fem. Winter '74/75	o	Spring '74	+
Mar. Fem. Spring '75	o	Summer '74	+
Mar. Fem. Summer '75	o	Fall '74	+
		Winter '74/75 (n=4)	o
		Spring '75	o
		Summer '75	-

Table III.9 (Continued)

COMPLETION	Student Inventory Male Form Scale 1
White	
Male, All	+
Male, None	+
Single Female, All	+
Single Female, None	o
Married Female, All	+
Married Female, Core	o
Married Female, None	o
Indian	
Male, All	+
Male, None	o
Single Female, All	+
Single Female, None	o
Married Female, All	+
Married Female, Core	+
Married Female, None	-
Chicano	
Male, All	+
Male, None	o
Single Female, All	x
Single Female, None	x
Married Female, All	+
Married Female, Core	o
Married Female, None	o

PROGRAM PERIOD	White	Minority
Male		
Fall '73	+	o
Winter '73/74	+	+
Spring '74	+	+
Summer '74	+	+
Fall '74	o	+
Winter '74/75	+	o
Spring '75	+	o
Summer '75	+	o
Married Females		
Fall '73	+	+
Winter '73/74	+	o
Spring '74	+	+
Summer '74	+	+
Fall '74	o	+
Winter '74/75	+	+
Spring '75	+	o
Summer '75	+	o

Table III.10

Indicators by Objective: Self-Confidence

	16PF O*	16PF Q_4
White Male	o	o
Indian Male	-	o
Chicano Male	-	o
Mar. White Fem.	-	+
Mar. Indian Fem.	-	o
Mar. Chicano Fem.	-	+
Sngl. White Fem.	-	+
Sngl. Indian Fem.	-	+
Sngl. Chicano Fem.	x	x
Male Under 21	o	o
Male 21-25	o	o
Male 26-30	-	+
Male 31-35	-	o
Male over 35	-	+
Mar. Fem. Under 21	o	+
Mar. Fem. 21-25	-	o
Mar. Fem. 26-30	-	+
Mar. Fem. 31-35	-	+
Mar. Fem. Over 35	-	+
Sngl. Fem. Under 21	o	+
Sngl. Fem. 21-25	-	+
Sngl. Fem. 26-30	-	o
Sngl. Fem. 31-35	-	-
Sngl. Fem. Over 35	o	o
Male Spring '74	o	+
Male Summer '74	-	o
Male Fall '74	o	o
Male Winter '74/75	o	o
Male Spring '75	-	-
Male Summer '75	o	o
Mar. Fem. Spring '74	-	+
Mar. Fem. Summer '74	o	+
Mar. Fem. Fall '74	-	o
Mar. Fem. Winter '74/75	o	o
Mar. Fem. Spring '75	o	o
Mar. Fem. Summer '75	-	+

	16PF O*	16PF Q_4
Sngl. Fem. Spring '74	-	o
Sngl. Fem. Summer '74	-	+
Sngl. Fem. Fall '74	-	o
Sngl. Fem. Winter '74/75	x	x
Sngl. Fem. Spring '75	x	x
Sngl. Fem. Summer '75	o	+
Male		
Complete All	o	o
Complete None	-	o
Female		
Complete All	-	-
Complete Core	-	-
Complete None	-	o
White		
Complete All	-	-
Complete Core	-	-
Complete None	-	o
Indian		
Complete All	-	o
Complete Core	x	x
Complete None	-	o
Chicano		
Complete All	o	o
Complete Core	x	x
Complete None	-	-
White		
Spring '74	o	-
Summer '74	-	o
Fall '74	o	o
Winter '74/75	-	o
Spring '75	-	-
Summer '75	o	-
Minority		
Spring '74	-	o
Summer '74	-	+
Fall '74	-	o
Winter '74/75	x	x
Spring '75	o	o
Summer '75	o	o

Table III.10 (Continued)

	Student Inventory Male Form Scale 1
COMPLETION	
White	
Male, All	+
Male, None	+
Single Female, All	+
Single Female, None	+
Married Female, All	+
Married Female, Core	+
Married Female, None	+
Indian	
Male, All	+
Male, None	o
Single Female, All	+
Single Female, None	o
Married Female, All	+
Married Female, Core	+
Married Female, None	o
Chicano	
Male, All	+
Male, None	o
Single Female, All	x
Single Female, None	x
Married Female, All	+
Married Female, Core	o
Married Female, None	+

PROGRAM PERIOD		
Males	White	Minority
Fall '73	+	o
Winter '73/74	+	+
Spring '74	+	+
Summer '74	+	+
Fall '74	o	+
Winter '74/75	+	o
Spring '75	+	o
Summer '75	+	o
Married Females		
Fall '73	+	+
Winter '73/74	+	o
Spring '74	+	+
Summer '74	+	+
Fall '74	o	+
Winter '74/75	+	+
Spring '75	+	o
Summer '75	+	o

* Lower Scores are more favorable.

Table III.11

Indicator by Objective: Flexibility

	POI, Ex	16PF, Q_1	16PF A
White Male	o	o	o
Indian Male	o	-	o
Chicano Male	o	-	o
Mar. White Fem.	o	o	o
Mar. Indian Fem.	o	o	o
Mar. Chicano Fem.	o	-	o
Sngl. White Fem.	+	o	o
Sngl. Indian Fem.	+	-	o
Sngl. Chicano Fem.	+	x	x
Male Under 21	o	o	o
Male 21-25	o	o	o
Male 26-30	o	o	o
Male 31-35	o	o	o
Male over 35	o	o	o
Mar. Fem. Under 21	o	o	o
Mar. Fem. 21-25	o	o	o
Mar. Fem. 26-30	+	o	o
Mar. Fem. 31-35	+	o	o
Mar. Fem. Over 35	+	+	o
Sngl. Fem. Under 21	o	o	o
Sngl. Fem. 21-25	+	o	o
Sngl. Fem. 26-30	+	o	+
Sngl. Fem. 31-35	+	+	o
Sngl. Fem. Over 35	+	o	o
Male Spring '74	o	o	-
Male Summer '74	o	o	o
Male Fall '74	o	o	o
Male Winter '74/75	o	o	o
Male Spring '75	-	-	o
Male Summer '75	o	o	o
Mar. Fem. Spring '74	o	o	o
Mar. Fem. Summer '74	o	o	o
Mar. Fem. Fall '74	o	o	o
Mar. Fem. Winter '74/75	o	-	-
Mar. Fem. Spring '75	o	-	-
Mar. Fem. Summer '75	o	o	o

Table III.11 (Continued)

	POI, Ex	16PF Q_1	16PF A
Sngl. Fem. Spring '74	o	+	o
Sngl. Fem. Summer '74	+	o	o
Sngl. Fem. Fall '74	+	o	o
Sngl. Fem. Winter '74/75	o	x	x
Sngl. Fem. Spring '75	+	x	x
Sngl. Fem. Summer '75	o	o	-
Male			
Complete All	o	o	o
Complete None	o	-	-
Female			
Complete All	o	o	o
Complete Core	o	o	o
Complete None	o	o	-
White			
Complete All	o	o	o
Complete Core	o	o	o
Complete None	o	-	-
Indian			
Complete All	o	o	o
Complete Core	o	x	x
Complete None	o	o	o
Chicano			
Complete All	o	-	o
Complete Core	o	x	x
Complete None	-	-	-
White			
Spring '74	o	u	o
Summer '74	o	u	o
Fall '74	o	u	o
Winter '74/75	o	u	o
Spring '75	o	u	o
Summer '75	o	u	o
Minority			
Spring '74	-	u	-
Summer '74	+	u	o
Fall '74	o	u	o
Winter '74/75 (n=4)	o	u	x
Spring '75	o	u	o
Summer '75	-	u	o

Note: A "u" means data was not supplied for consideration of the author.

Table III.12

Indicators by Objective: Inner Locus of Control

	POI, I	16PF, Q_2	16PF, C
White Male	o	o	o
Indian Male	o	o	o
Chicano Male	o	o	o
Mar. White Fem.	o	o	o
Mar. Indian Fem.	o	o	+
Mar. Chicano Fem.	o	-	o
Sngl. White Fem.	+	+	+
Sngl. Indian Fem.	+	+	o
Sngl. Chicano Fem.	+	x	x
Male Under 21	o	o	o
Male 21-25	o	+	o
Male 26-30	o	o	+
Male 31-35	o	o	+
Male over 35	o	o	o
Mar. Fem. Under 21	o	+	o
Mar. Fem. 21-25	o	o	o
Mar. Fem. 26-30	+	o	+
Mar. Fem. 31-35	+	o	+
Mar. Fem. Over 35	+	o	o
Sngl. Fem. Under 21	o	+	o
Sngl. Fem. 21-25	+	+	o
Sngl. Fem. 26-30	+	o	+
Sngl. Fem. 31-35	+	o	+
Sngl. Fem. Over 35	+	o	o
Male Spring '74	o	+	o
Male Summer '74	o	o	o
Male Fall '74	o	o	+
Male Winter '74/75	o	o	+
Male Spring '75	o	o	o
Male Summer '75	o	o	o
Mar. Fem. Spring '74	o	o	+
Mar. Fem. Summer '74	o	+	+
Mar. Fem. Fall '74	o	o	+
Mar. Fem. Winter '74/75	o	o	o
Mar. Fem. Spring '75	o	+	o
Mar. Fem. Summer '75	o	o	o

Table III.12 (Continued)

	POI, I	16PF, Q_2	16PF, C
Sngl. Fem. Spring '74	+	+	o
Sngl. Fem. Summer '74	+	o	+
Sngl. Fem. Fall '74	+	+	+
Sngl. Fem. Winter '74/75	+	x	x
Sngl. Fem. Spring '75	+	x	x
Sngl. Fem. Summer '75	o	+	o
Male			
Complete All	o	o	o
Complete None	-	o	o
Female			
Complete All	+	o	o
Complete Core	o	o	o
Complete None	o	+	o
White			
Complete All	o	o	o
Complete Core	o	o	o
Complete None	o	+	o
Indian			
Complete All	+	+	+
Complete Core	o	x	x
Complete None	o	o	o
Chicano			
Complete All	o	o	o
Complete Core	o	x	x
Complete None	o	-	o
White			
Spring '74	o	+	o
Summer '74	o	o	+
Fall '74	o	o	+
Winter '74/75	o	o	+
Spring '75	o	+	o
Summer '75	o	o	o
Minority			
Spring '74	o	o	+
Summer '74	+	o	+
Fall '74	o	o	o
Winter '74/75 (n=4)	o	x	x
Spring '75	o	-	o
Summer '75	-	-	o

Table III.13

Indicators by Objective: Intimacy/Marital Stability

	POI, C
White Male	o
Indian Male	+
Chicano Male	o
Mar. White Fem.	+
Mar. Indian Fem.	o
Mar. Chicano Fem.	o
Sngl. White Fem.	+
Sngl. Indian Fem.	+
Sngl. Chicano Fem.	+
Male Under 21	o
Male 21-25	o
Male 26-30	o
Male 31-35	o
Male over 35	o
Mar. Fem. Under 21	o
Mar. Fem. 21-25	o
Mar. Fem. 26-30	+
Mar. Fem. 31-35	+
Mar. Fem. Over 35	+
Sngl. Fem. Under 21	o
Sngl. Fem. 21-25	+
Sngl. Fem. 26-30	+
Sngl. Fem. 31-35	+
Sngl. Fem. Over 35	+
Male Spring '74	o
Male Summer '74	+
Male Fall '74	o
Male Winter '74/75	o
Male Spring '75	o
Male Summer '75	o
Mar. Fem. Spring '74	o
Mar. Fem. Summer '74	+
Mar. Fem. Fall '74	o
Mar. Fem. Winter '74/75	o
Mar. Fem. Spring '75	o
Mar. Fem. Summer '75	o

	POI, C
Sngl. Fem. Spring '74	+
Sngl. Fem. Summer '74	+
Sngl. Fem. Fall '74	+
Sngl. Fem. Winter '74/75	+
Sngl. Fem. Spring '75	+
Sngl. Fem. Summer '75	o
Male	
Complete All	o
Complete None	o
Female	
Complete All	+
Complete Core	+
Complete None	o
White	
Complete All	o
Complete Core	+
Complete None	o
Indian	
Complete All	+
Complete Core	+
Complete None	o
Chicano	
Complete All	o
Complete Core	o
Complete None	o
White	
Spring '74	o
Summer '74	+
Fall '74	o
Winter '74/75	o
Spring '75	o
Summer '75	o
Minority	
Spring '74	o
Summer '74	+
Fall '74	+
Winter '74/75	o
Spring '75	o
Summer '75	o

Table III.13 (Continued)

	Student Inventory Male Form Scale 1
COMPLETION	
White	
Male, All	o
Male, None	o
Single Female, All	+
Single Female, None	+
Married Female, All	+
Married Female, Core	o
Married Female, None	o
Indian	
Male, All	+
Male, None	o
Single Female, All	+
Single Female, None	-
Married Female, All	+
Married Female, Core	+
Married Female, None	-
Chicano	
Male, All	o
Male, None	o
Single Female, All	x
Single Female, None	x
Married Female, All	+
Married Female, Core	o
Married Female, None	o

PROGRAM PERIOD		
Males	White	Minority
Fall '73	o	o
Winter '73/74	+	+
Spring '74	o	+
Summer '74	o	o
Fall '74	o	+
Winter '74/75	o	o
Spring '75	o	o
Summer '75	o	o
Married Females		
Fall '73	o	o
Winter '73/74	+	o
Spring '74	+	+
Summer '74	o	+
Fall '74	o	+
Winter '74/75	+	+
Spring '75	o	o
Summer '75	o	o

Table III.14

Indicatorsy by Objective: Social Contact Skill

	16PF		
	A	F	H
White Male	o	o	o
Indian Male	o	+	+
Chicano Male	o	+	o
Mar. White Fem.	o	o	o
Mar. Indian Fem.	o	+	+
Mar. Chicano Fem.	o	o	o
Sngl. White Fem.	o	o	o
Sngl. Indian Fem.	o	o	o
Sngl. Chicano Fem.	x	x	x
Male Under 21	o	o	o
Male 21-25	o	o	o
Male 26-30	o	o	+
Male 31-35	o	o	o
Male over 35	o	+	o
Mar. Fem. Under 21	o	o	o
Mar. Fem. 21-25	o	o	o
Mar. Fem. 26-30	o	o	o
Mar. Fem. 31-35	o	+	o
Mar. Fem. Over 35	o	o	+
Sngl. Fem. Under 21	o	o	o
Sngl. Fem. 21-25	o	o	o
Sngl. Fem. 26-30	+	o	+
Sngl. Fem. 31-35	o	o	o
Sngl. Fem. Over 35	o	-	o
Male Spring '74	-	-	o
Male Summer '74	o	o	o
Male Fall '74	o	o	o
Male Winter '74/75	o	o	+
Male Spring '75	o	o	o
Male Summer '75	o	o	o
Mar. Fem. Spring '74	o	o	o
Mar. Fem. Summer '74	o	o	o
Mar. Fem. Fall '74	o	+	o
Mar. Fem. Winter '74/75	-	+	o
Mar. Fem. Spring '75	-	o	o
Mar. Fem. Summer '75	o	o	o

	16PF		
	A	F	H
Sngl. Fem. Spring '74	o	o	+
Sngl. Fem. Summer '74	o	o	+
Sngl. Fem. Fall '74	o	-	o
Sngl. Fem. Winter '74/75	x	x	x
Sngl. Fem. Spring '75	x	x	x
Sngl. Fem. Summer '75	-	o	o
Male			
Complete All	o	o	o
Complete None	-	o	o
Female			
Complete All	o	o	o
Complete Core	o	o	o
Complete None	-	o	o
White			
Complete All	o	o	o
Complete Core	o	o	o
Complete None	-	o	o
Indian			
Complete All	o	+	+
Complete Core	x	x	x
Complete None	o	o	+
Chicano			
Complete All	o	o	o
Complete Core	x	x	x
Complete None	-	+	o
White			
Spring '74	o	o	o
Summer '74	o	o	o
Fall '74	o	o	o
Winter '74/75	o	+	o
Spring '75	o	o	o
Summer '75	o	o	o
Minority			
Spring '74	-	+	o
Summer '74	o	o	+
Fall '74	o	+	+
Winter '74/75	x	x	x
Spring '75	o	o	o
Summer '75	o	o	o

Note: Most Student Inventory scales also relate to "Social Contact Skills:" especially male Confidence and the female Self-Concept scales.

Table III.15

Indicators by Objective: Alcohol Abuse Tendency & Personal Responsibility

COMPLETION	Student Inventory: Male Form Scale 1; Single Female, 1; Married Female, 2
White	
Male, All	+
Male, None	+
Single Female, All	+
Single Female, None	o
Married Female, All	+
Married Female, Core	+
Married Female, None	+
Indian	
Male, All	+
Male, None	o
Single Female, All	+
Single Female, None	o
Married Female, All	+
Married Female, Core	+
Married Female, None	o
Chicano	
Male, All	+
Male, None	o
Single Female, All	x
Single Female, None	x
Married Female, All	+
Married Female, Core	o
Married Female, None	+

PROGRAM PERIOD		
Males	White	Minority
Fall '73	+	o
Winter '73/74	+	+
Spring '74	+	+
Summer '74	+	+
Fall '74	o	+
Winter '74/75	+	o
Spring '75	+	o
Summer '75	+	o
Married Females		
Fall '73	+	+
Winter '73/74	+	o
Spring '74	+	+
Summer '74	+	+
Fall '74	o	+
Winter '74/75	+	+
Spring '75	+	o
Summer '75	+	o

Table III.16

Indicators by Objective: Dependability/Reliability

	16PF	
	C	Q_3
White Male	+	o
Indian Male	o	-
Chicano Male	o	o
Mar. White Fem.	o	o
Mar. Indian Fem.	+	o
Mar. Chicano Fem.	o	o
Sngl. White Fem.	+	o
Sngl. Indian Fem.	o	o
Sngl. Chicano Fem.	x	x
Male Under 21	o	o
Male 21-25	o	o
Male 26-30	+	o
Male 31-35	+	o
Male over 35	o	+
Mar. Fem. Under 21	o	o
Mar. Fem. 21-25	o	o
Mar. Fem. 26-30	+	o
Mar. Fem. 31-35	+	o
Mar. Fem. Over 35	o	o
Sngl. Fem. Under 21	o	o
Sngl. Fem. 21-25	o	o
Sngl. Fem. 26-30	+	+
Sngl. Fem. 31-35	+	+
Sngl. Fem. Over 35	o	o
Male Spring '74	o	o
Male Summer '74	o	o
Male Fall '74	+	-
Male Winter '74/75	+	+
Male Spring '75	o	o
Male Summer '75	o	+
Mar. Fem. Spring '74	+	-
Mar. Fem. Summer '74	+	-
Mar. Fem. Fall '74	+	o
Mar. Fem. Winter '74/75	o	o
Mar. Fem. Spring '75	o	o
Mar. Fem. Summer '75	o	-

	16PF	
	C	Q_3
Sngl. Fem. Spring '74	o	-
Sngl. Fem. Summer '74	+	o
Sngl. Fem. Fall '74	+	o
Sngl. Fem. Winter '74/75	x	x
Sngl. Fem. Spring '75	x	x
Sngl. Fem. Summer '75	o	-
Male		
Complete All	o	o
Complete None	o	-
Female		
Complete All	o	o
Complete Core	o	o
Complete None	o	o
White		
Complete All	o	o
Complete Core	o	o
Complete None	o	o
Indian		
Complete All	+	o
Complete Core	x	x
Complete None	o	-
Chicano		
Complete All	o	o
Complete Core	x	x
Complete None	o	+
White		
Spring '74	o	o
Summer '74	+	o
Fall '74	+	o
Winter '74/75	+	+
Spring '75	o	o
Summer '75	o	o
Minority		
Spring '74	+	-
Summer '74	+	+
Fall '74	o	o
Winter '74/75	x	x
Spring '75	o	o
Summer '75	o	o

Table III.16 (Continued)

COMPLETION	Student Inventory: Male Scale 1; Single Female, 1; Married Female, 2
White	
Male, All	+
Male, None	+
Single Female, All	+
Single Female, None	o
Married Female, All	+
Married Female, Core	+
Married Female, None	+
Indian	
Male, All	+
Male, None	o
Single Female, All	+
Single Female, None	o
Married Female, All	+
Married Female, Core	+
Married Female, None	o
Chicano	
Male, All	o
Male, None	o
Single Female, All	x
Single Female, None	x
Married Female, All	+
Married Female, Core	o
Married Female, None	+

PROGRAM PERIOD	White	Minority
Males		
Fall '73	+	+
Winter '73/74	+	+
Spring '74	+	+
Summer '74	+	+
Fall '74	o	+
Winter '74/75	+	o
Spring '75	+	o
Summer '75	+	o
Married Females		
Fall '73	+	+
Winter '73/74	+	o
Spring '74	+	+
Summer '74	+	+
Fall '74	o	+
Winter '74/75	+	+
Spring '75	+	o
Summer '75	+	o

Table III.17

POI Scale: All Students

Scale	t	DF	$\bar{X}$, Pretest	$\bar{X}$, Posttest	SD, Pretest	SD, Posttest
Tc	1.24	969	14.94	15.09	3.24	3.77
I	5.11*	969	76.92	79.01	10.50	13.32
SAV	-.02	969	18.67	18.66	3.00	3.74
Ex	1.59	969	18.16	18.40	4.40	4.85
Fr	4.00*	969	14.26	14.71	2.89	3.24
S	5.25*	969	10.96	11.44	2.53	2.74
Sr	4.08*	969	11.23	11.73	3.34	2.79
Sa	5.69*	969	14.16	14.84	3.37	3.59
Nc	-1.70	969	11.16	11.02	2.02	2.36
Sy	-.05	969	6.24	6.24	1.36	1.68
A	3.93*	969	14.77	15.22	3.10	3.34
C	7.75*	969	15.95	16.99	3.62	4.05

* Statistically significant, $p \leq 0.05$.

Table III.18

Time Competence: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group White	 Indian	 Chicano
Male	Pre	$\bar{X}$	15.2	13.4	13.4
		SD	3.28	3.85	2.81
	Post	$\bar{X}$	14.8	13.1	14.0
		SD	4.02	4.14	2.80
		N	366	37	23
Married Female	Pre	$\bar{X}$	15.3	13.4	14.5
		SD	3.04	2.84	2.90
	Post	$\bar{X}$	15.6	13.5	13.8
		SD	3.62	2.66	4.22
		N	351	37	24
Single Female	Pre	$\bar{X}$	14.9	13.4	18.5
		SD	3.50	2.37	2.12
	Post	$\bar{X}$	16.3	14.5	18.0
		SD	3.17	4.07	1.41
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	2,094.8	1	2,094.84	178.84	<.001
Sex/Marital Status	35.2	2	17.58	1.50	.223
Ethnic Group	71.0	2	35.49	3.03	.049
Interaction	24.0	4	6.00	.51	.726
Covariate: Pretest	2,084.2	1	2,084.23	177.93	<.001
Error	11,139.6	951	11.71	----	---

Table III.19

Inner-Directedness Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	78.5	72.1	73.7
		SD	10.22	9.49	5.44
	Post	$\bar{X}$	78.5	71.6	75.9
		SD	13.28	16.65	10.19
		N	366	37	23
Married Female	Pre	$\bar{X}$	76.8	73.9	76.2
		SD	10.40	8.82	8.03
	Post	$\bar{X}$	80.1	73.9	72.2
		SD	13.30	11.56	18.74
		N	351	37	24
Single Female	Pre	$\bar{X}$	77.0	69.1	76.0
		SD	12.65	8.19	4.24
	Post	$\bar{X}$	83.4	78.1	88.0
		SD	11.94	11.70	4.24
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	21,049.1	1	21,049.13	144.81	<.001
Sex/Marital Status	1,055.7	2	527.84	3.53	.027
Ethnic Group	553.5	2	276.75	1.90	.150
Interaction	867.4	4	216.84	1.49	.203
Covariate: Pretest	31,161.9	1	31,161.86	214.38	<.001
Error	138,236.0	951	145.36	----	---

Table III.20

Self-Actualizing Value Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	19.1	17.4	18.2
		SD	2.87	2.59	2.61
	Post	$\bar{X}$	18.5	17.1	18.3
		SD	3.87	5.04	3.17
		N	366	37	23
Married Female	Pre	$\bar{X}$	18.5	18.7	18.9
		SD	3.10	2.52	3.28
	Post	$\bar{X}$	18.8	18.1	16.9
		SD	3.57	3.61	5.15
		N	351	37	24
Single Female	Pre	$\bar{X}$	18.3	17.5	21.0
		SD	3.28	2.03	1.41
	Post	$\bar{X}$	19.7	19.3	22.0
		SD	3.19	3.95	.00
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	2,525.7	1	2,525.70	199.18	<.001
Sex/Marital Status	71.5	2	35.74	2.82	.060
Ethnic Group	18.8	2	9.38	.74	.478
Interaction	71.8	4	17.94	1.41	.227
Covariate: Pretest	1,371.5	1	1,371.54	108.16	<.001
Error	12,059.2	951	12.68	----	---

Table III.21

Existentiality Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	18.6	16.4	16.4
		SD	4.31	4.07	3.04
	Post	$\bar{X}$	18.2	16.8	16.3
		SD	4.97	5.01	3.78
		N	366	37	23
Married Female	Pre	$\bar{X}$	18.2	16.5	17.7
		SD	4.49	4.29	4.12
	Post	$\bar{X}$	18.6	15.8	16.7
		SD	4.57	4.19	6.23
		N	351	37	24
Single Female	Pre	$\bar{X}$	18.5	15.1	18.5
		SD	4.73	3.02	.71
	Post	$\bar{X}$	20.5	17.4	20.0
		SD	4.90	4.97	1.41
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	3,078.0	1	3,078.01	171.39	<.001
Sex/Marital Status	72.3	2	36.16	2.01	.134
Ethnic Group	98.9	2	49.46	2.75	.064
Interaction	48.8	4	12.19	.68	.606
Covariate: Pretest	4,860.1	1	4,860.11	270.63	<.001
Error	17,078.9	951	17.96	----	---

Table III.22

Feeling Reactivity Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	14.5	13.1	13.8
		SD	2.78	2.65	2.41
	Post	$\bar{X}$	14.4	12.6	14.4
		SD	3.25	3.74	2.52
		N	366	37	23
Married Female	Pre	$\bar{X}$	14.2	13.5	14.4
		SD	2.96	2.87	2.14
	Post	$\bar{X}$	15.0	13.7	13.8
		SD	3.08	3.18	4.11
		N	351	37	24
Single Female	Pre	$\bar{X}$	14.8	12.4	12.0
		SD	3.05	2.98	1.41
	Post	$\bar{X}$	16.0	14.6	15.5
		SD	2.89	4.48	.71
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	2,792.0	1	2,792.04	304.42	$<.001$
Sex/Marital Status	48.0	2	23.98	2.61	.074
Ethnic Group	58.2	2	29.08	3.17	.042
Interaction	34.8	4	8.71	.95	.435
Covariate: Pretest	996.8	1	996.81	108.69	$<.001$
Error	8,722.1	951	9.17	----	---

Table III.23

Spontaneity Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	11.2	10.8	11.6
		SD	2.52	2.33	2.00
	Post	$\bar{X}$	11.4	10.5	10.9
		SD	2.59	3.26	2.37
		N	366	37	23
Married Female	Pre	$\bar{X}$	10.9	10.0	10.9
		SD	2.42	2.07	2.19
	Post	$\bar{X}$	11.6	10.3	10.7
		SD	2.80	2.92	3.57
		N	351	37	24
Single Female	Pre	$\bar{X}$	10.8	8.9	10.0
		SD	3.12	2.25	1.41
	Post	$\bar{X}$	12.1	10.9	12.0
		SD	2.69	3.15	.00
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	1,498.3	1	1,498.3	238.6	<.001
Sex/Marital Status	25.96	2	12.98	2.07	.127
Ethnic Group	28.71	2	14.35	2.29	.102
Interaction	4.88	4	1.22	.19	.941
Covariate: Pretest	1,220.4	1	1,220.4	194.3	<.001
Error	5,973.1	951	6.28	----	---

Table III.24

Self-Regard Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	11.7	10.8	14.2
		SD	2.49	2.64	13.22
	Post	$\bar{X}$	11.8	10.5	11.7
		SD	2.87	3.69	1.94
		N	366	37	23
Married Female	Pre	$\bar{X}$	10.9	11.0	11.3
		SD	2.62	2.73	2.48
	Post	$\bar{X}$	11.7	11.8	10.8
		SD	2.73	2.46	3.60
		N	351	37	24
Single Female	Pre	$\bar{X}$	10.3	11.1	13.5
		SD	3.12	2.14	.71
	Post	$\bar{X}$	12.1	12.6	15.5
		SD	2.47	2.74	.71
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	4,231.8	1	4,231.78	572.18	<.001
Sex/Marital Status	65.8	2	32.89	4.45	.012
Ethnic Group	5.2	2	2.59	.35	.705
Interaction	54.2	4	13.56	1.83	.120
Covariate: Pretest	416.6	1	416.59	56.33	<.001
Error	7,033.5	951	7.40	----	---

Table III.25

Self-Acceptance Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	14.3	12.8	12.5
		SD	3.45	2.88	2.86
	Post	$\bar{X}$	14.6	13.7	13.6
		SD	3.66	3.53	3.27
		N	366	37	23
Married Female	Pre	$\bar{X}$	14.4	13.7	14.0
		SD	3.31	3.33	2.80
	Post	$\bar{X}$	15.4	13.0	13.2
		SD	3.54	3.03	4.11
		N	351	37	24
Single Female	Pre	$\bar{X}$	14.2	13.6	14.5
		SD	3.68	3.06	.71
	Post	$\bar{X}$	15.5	14.2	14.5
		SD	3.35	3.79	3.54
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	2,468.5	1	2,468.54	235.85	<.001
Sex/Marital Status	20.1	2	10.03	.96	.384
Ethnic Group	95.1	2	47.54	4.54	.011
Interaction	76.1	4	19.03	1.82	.123
Covariate: Pretest	2,123.1	1	2,123.11	203.32	<.001
Error	9,953.7	951	10.47	----	---

Table III.26

Nature of Man Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	11.2	10.5	11.4
		SD	2.04	1.98	1.99
	Post	$\bar{X}$	10.8	9.65	10.7
		SD	2.41	2.64	2.38
		N	366	37	23
Married Female	Pre	$\bar{X}$	11.4	10.8	11.0
		SD	1.97	1.97	1.65
	Post	$\bar{X}$	11.3	10.8	10.5
		SD	2.34	2.03	3.05
		N	351	37	24
Single Female	Pre	$\bar{X}$	10.8	10.4	10.5
		SD	2.12	1.74	3.54
	Post	$\bar{X}$	11.4	11.2	12.0
		SD	2.13	1.72	.00
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	1,427.8	1	1,427.81	275.36	<.001
Sex/Marital Status	28.1	2	14.05	2.71	.067
Ethnic Group	13.6	2	6.81	1.31	.269
Interaction	15.8	4	3.94	.76	.551
Covariate: Pretest	370.4	1	370.36	71.43	<.001
Error	4,931.1	951	5.19	----	---

Table III.27

Synergy Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	6.27	6.11	6.17
		SD	1.39	1.24	1.07
	Post	$\bar{X}$	6.19	5.73	5.83
		SD	1.82	1.84	1.27
		N	366	37	23
Married Female	Pre	$\bar{X}$	6.26	6.08	6.17
		SD	1.32	1.16	1.31
	Post	$\bar{X}$	6.31	5.68	6.33
		SD	1.52	1.31	2.85
		N	351	37	24
Single Female	Pre	$\bar{X}$	2.24	5.86	7.50
		SD	1.51	1.41	.71
	Post	$\bar{X}$	6.63	6.50	7.00
		SD	1.46	1.70	.00
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	447.6	1	447.60	176.49	<.001
Sex/Marital Status	6.9	2	3.46	1.36	.257
Ethnic Group	6.3	2	3.17	1.25	.287
Interaction	4.9	4	1.24	.49	.745
Covariate: Pretest	274.4	1	274.37	108.18	<.001
Error	2,411.9	951	2.54	----	---

Table III.28

Acceptance of Aggression Change: Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	15.3	14.1	14.2
		SD	3.18	2.87	1.86
	Post	$\bar{X}$	15.0	13.8	14.9
		SD	3.41	3.99	2.34
		N	366	37	23
Married Female	Pre	$\bar{X}$	14.4	13.7	15.1
		SD	3.00	3.41	2.29
	Post	$\bar{X}$	15.6	14.4	133
		SD	3.18	3.40	4.18
		N	351	37	24
Single Female	Pre	$\bar{X}$	15.0	12.4	15.0
		SD	3.21	2.74	1.41
	Post	$\bar{X}$	16.2	14.4	17.0
		SD	3.08	4.07	4.24
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	2,637.0	1	2,636.95	275.75	<.001
Sex/Marital Status	33.9	2	16.94	1.77	.171
Ethnic Group	46.3	2	23.17	2.42	.089
Interaction	92.0	4	23.00	2.40	.048
Covariate: Pretest	1,438.7	1	1,438.74	150.45	<.001
Error	9,094.3	951	9.56	----	---

Table III.29

Capacity for Intimate Contact Change:
Sex/Marital Status by Ethnic Group

Sex and Marital Status	Testing		Ethnic Group		
			White	Indian	Chicano
Male	Pre	$\bar{X}$	16.4	14.3	16.0
		SD	3.46	3.50	3.49
	Post	$\bar{X}$	16.8	15.6	16.0
		SD	4.09	4.52	3.93
		N	366	37	23
Married Female	Pre	$\bar{X}$	15.7	15.2	16.0
		SD	3.74	3.18	3.93
	Post	$\bar{X}$	17.1	15.8	15.8
		SD	3.92	3.86	5.71
		N	351	37	24
Single Female	Pre	$\bar{X}$	16.3	13.4	16.0
		SD	3.71	3.16	4.24
	Post	$\bar{X}$	18.5	16.9	20.0
		SD	3.76	4.28	.00
		N	107	14	2

ANCOVA SUMMARY SCALE

Source	SS	DF	MS	F	p
Mean	3,486.4	1	3,486.42	253.51	<.001
Sex/Marital Status	87.2	2	43.61	3.17	.042
Ethnic Group	18.0	2	9.00	.65	.520
Interaction	30.7	4	7.67	.56	.693
Covariate: Pretest	2,505.9	1	2,505.94	182.21	<.001
Error	13,078.9	951	13.75	----	---

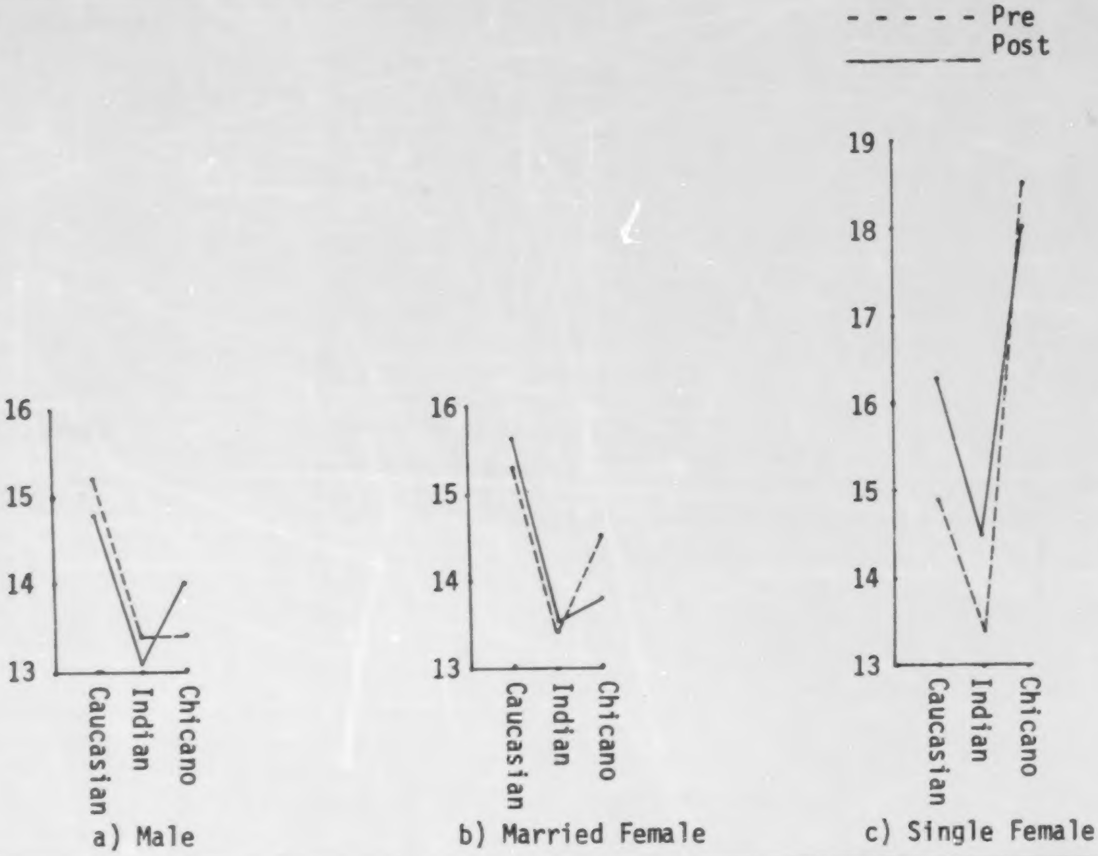


Figure III.1 (Corresponds Table III.8)

Time Competence Change: Sex by Ethnic Group

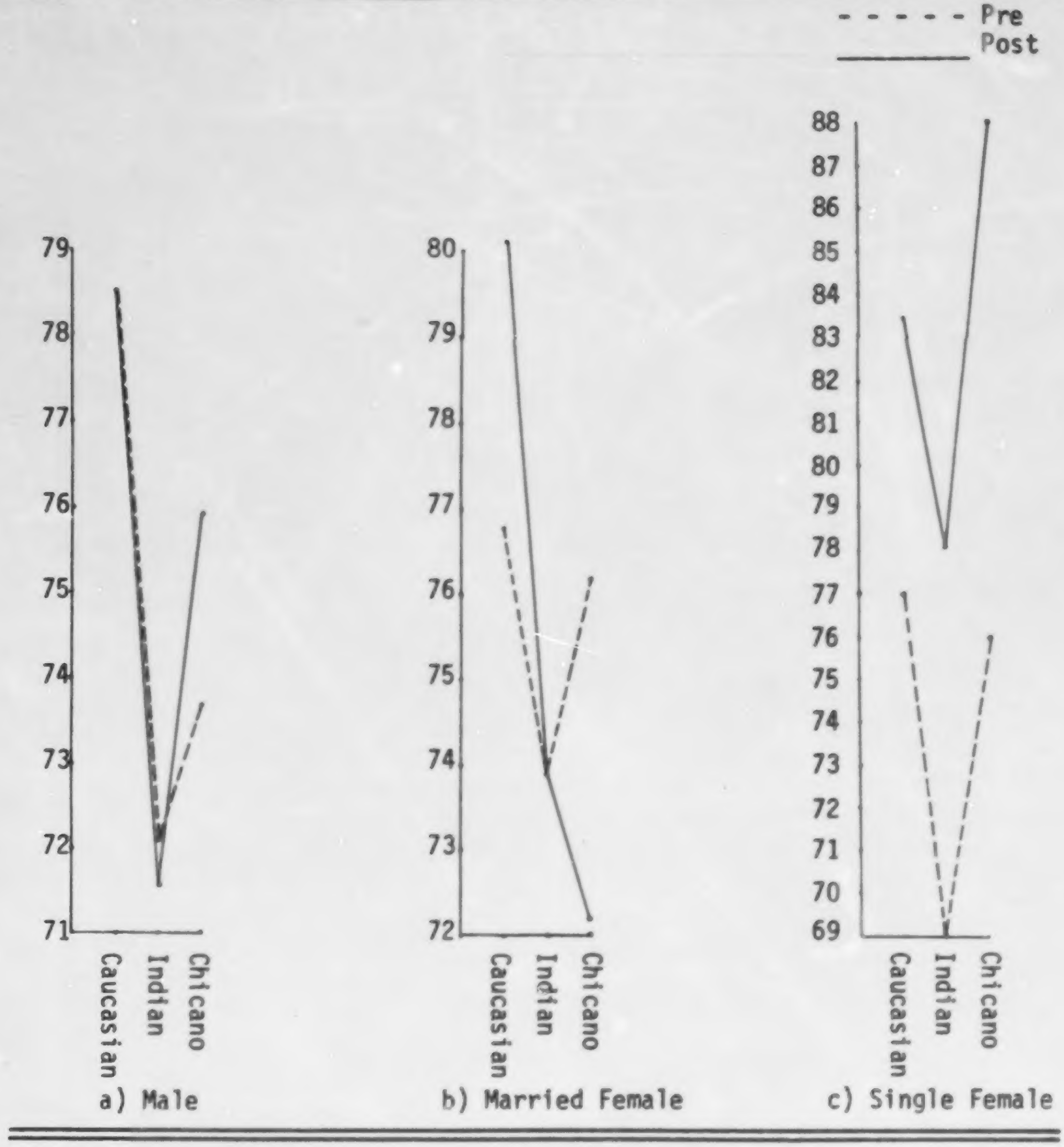


Figure III.2 (Corresponds Table III.9)

Inner Directedness Change: Sex by Ethnic Group

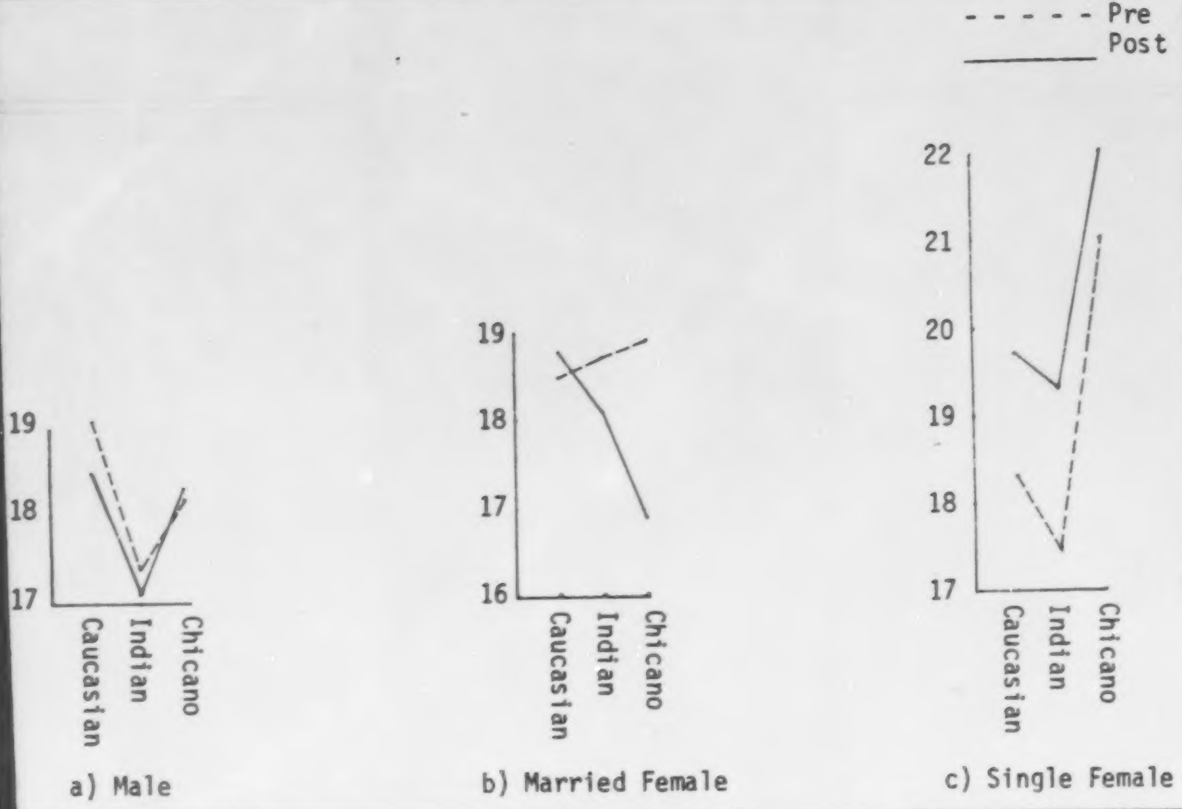


Figure III.3 (Corresponds Table III.10)

Self-Actualizing Value Change: Sex by Ethnic Group

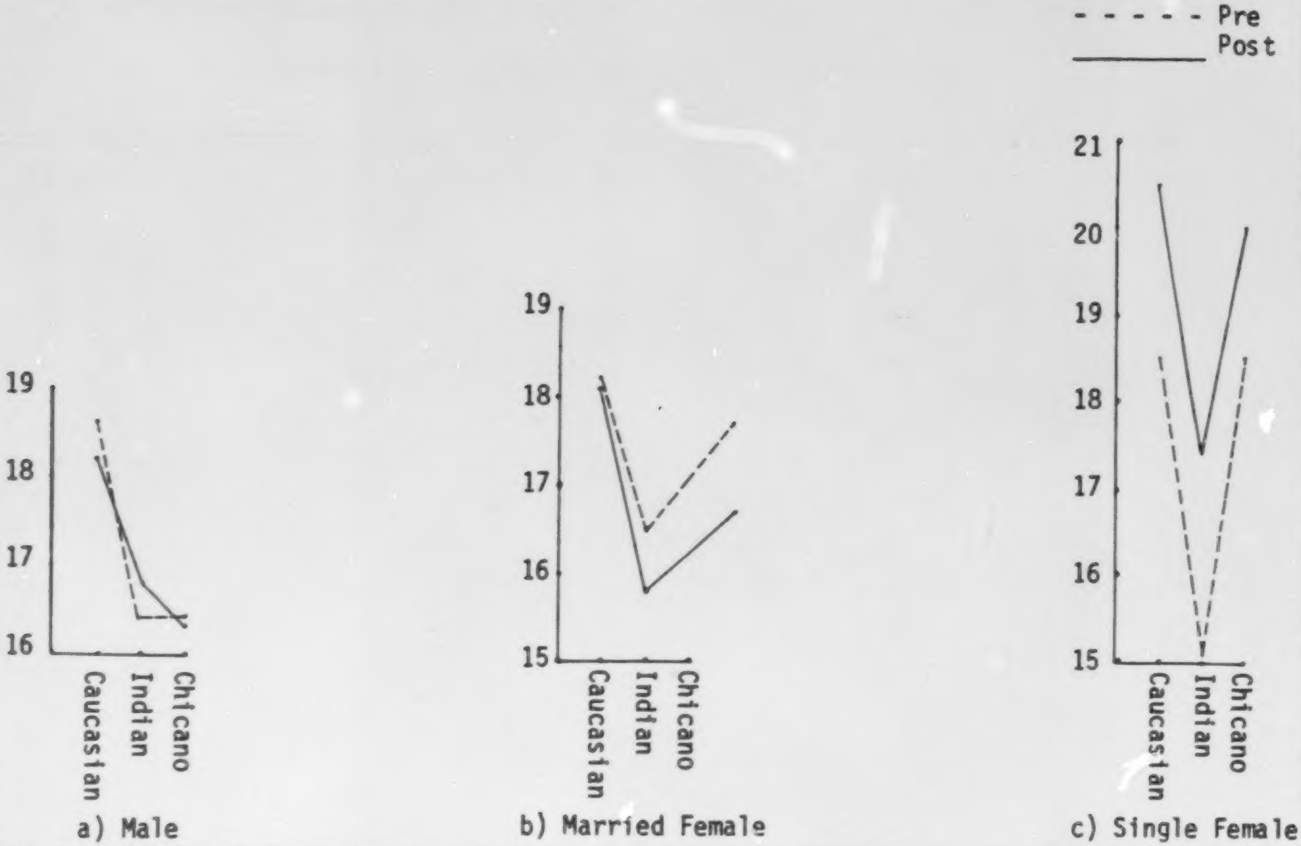


Figure III.4 (Corresponds Table III.11)

Existentiality Change: Sex by Ethnic Group

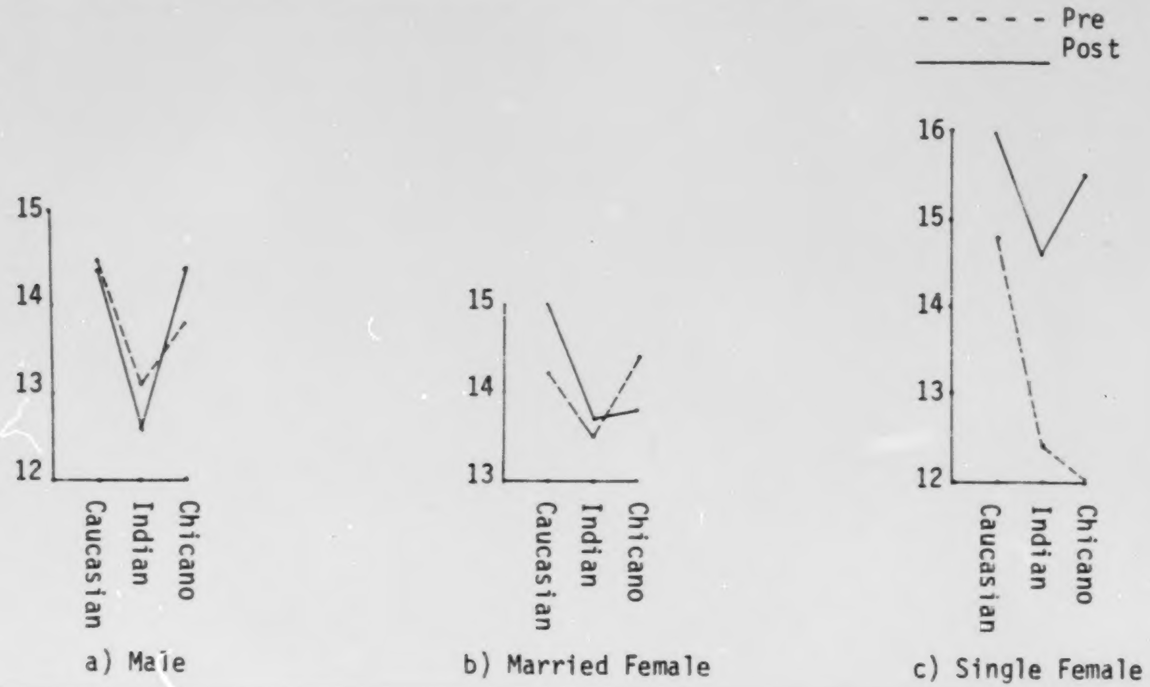
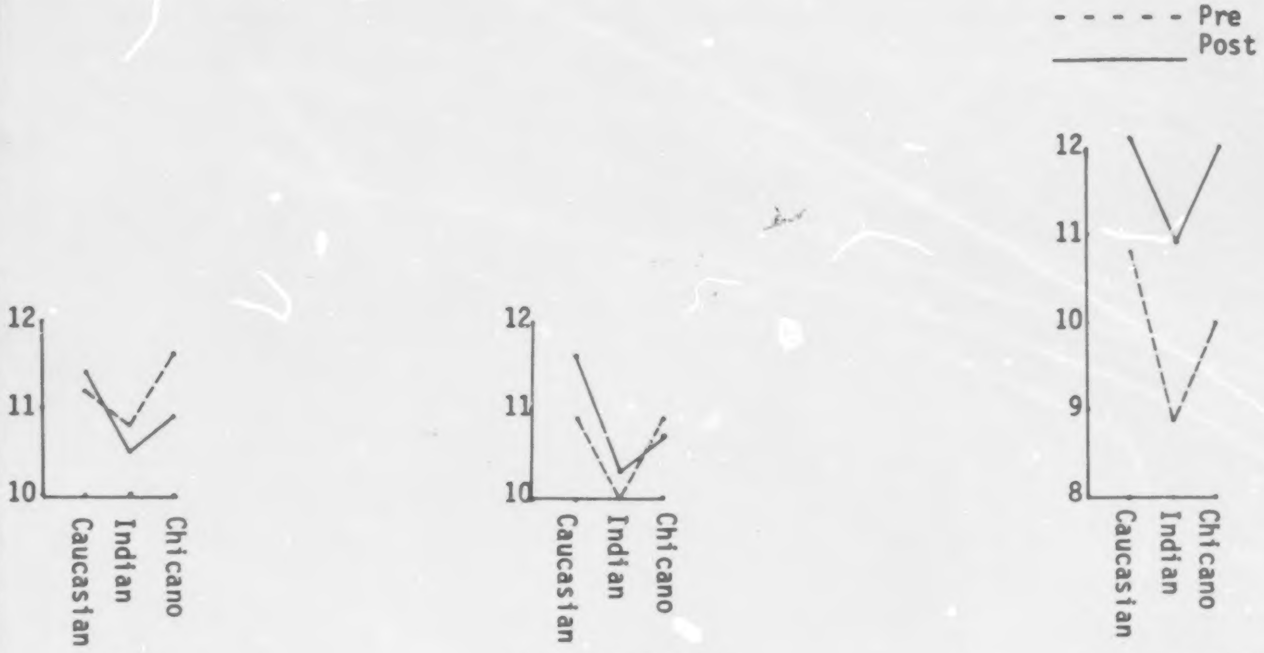


Figure III.5 (Corresponds Table III.12)

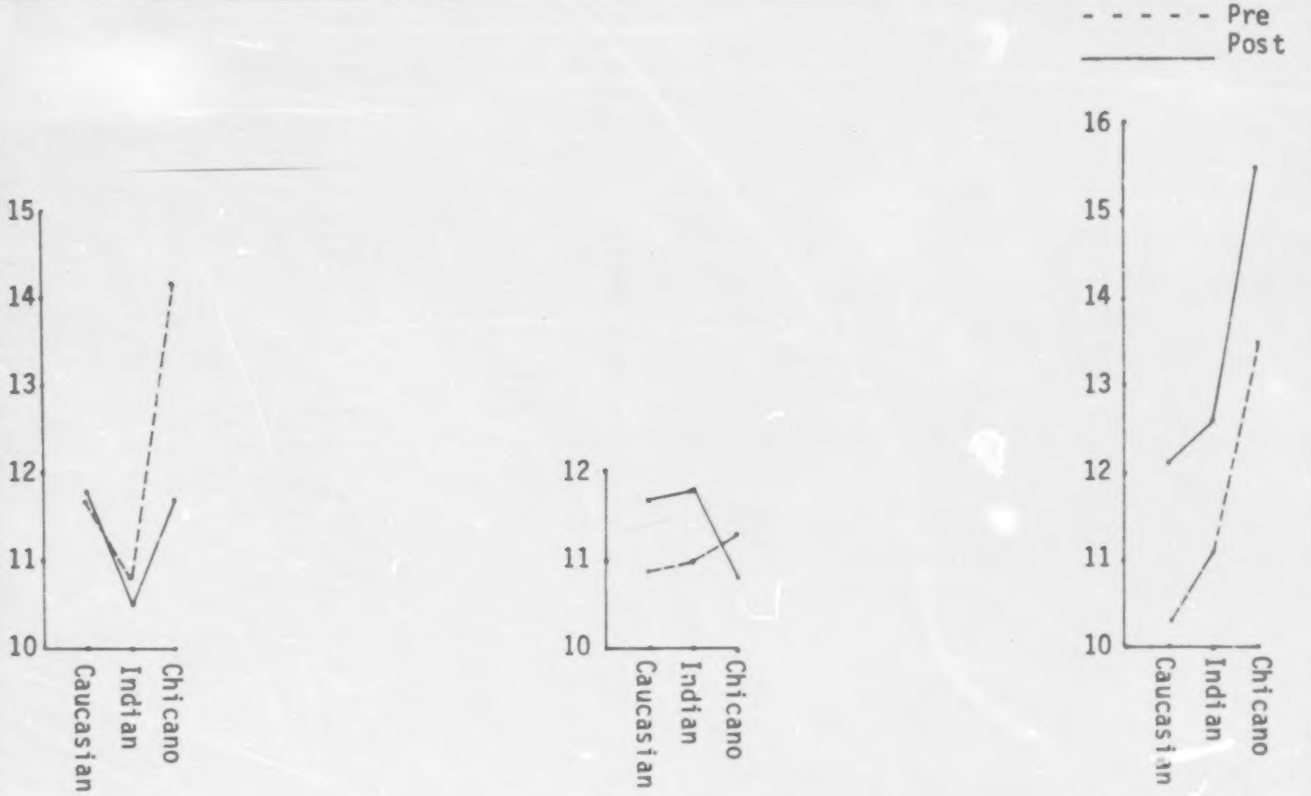
Feeling Reactivity Change: Sex by Ethnic Group



a) Male b) Married Female c) Single Female

Figure III.6 (Corresponds Table III.13)

Spontaneity Change: Sex by Ethnic Group



a) Male

b) Married Female

c) Single Female

Figure III.7 (Corresponds Table III.14)

Self-Regard Change: Sex by Ethnic Group

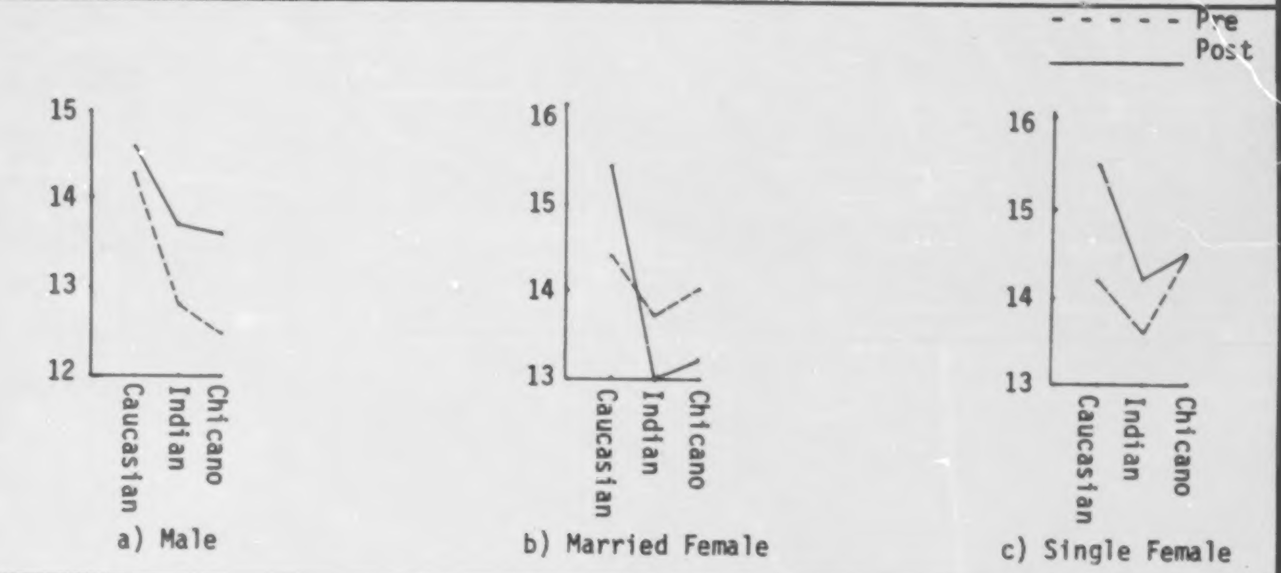


Figure III.8 (Corresponds Table III.15)

Self-Acceptance Change: Sex by Ethnic Group

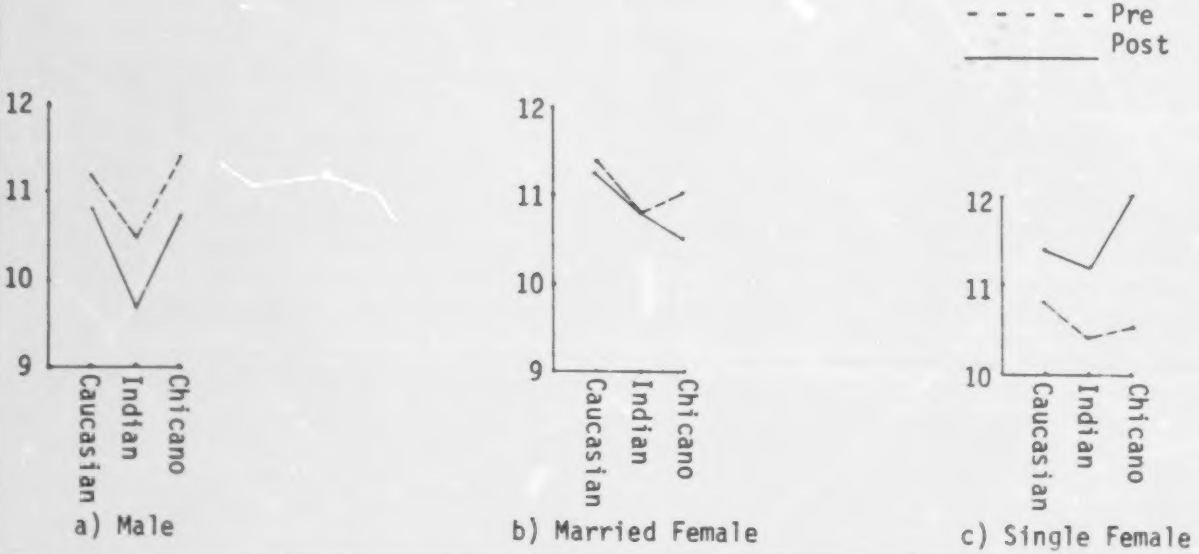


Figure III.9 (Corresponds Table III.16)

Nature of Man Change: Sex by Ethnic Group

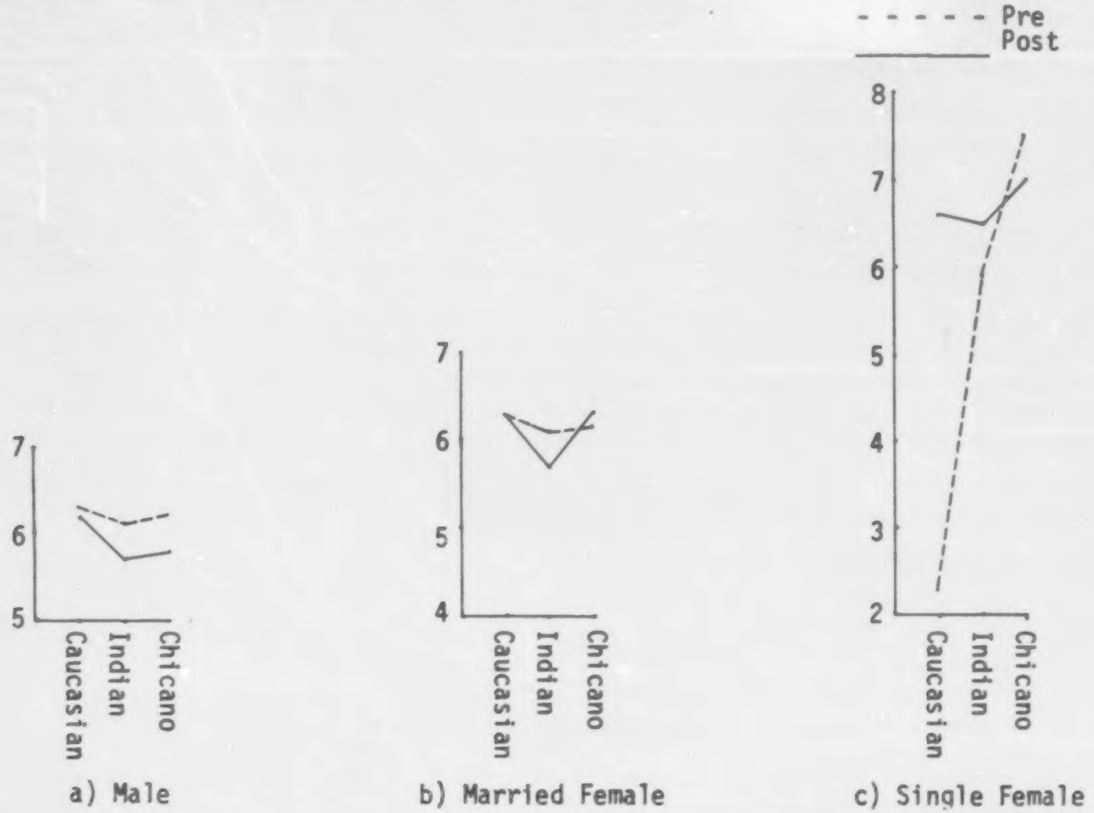


Figure III.10 (Corresponds Table III.17)

Synergy Change: Sex by Ethnic Group

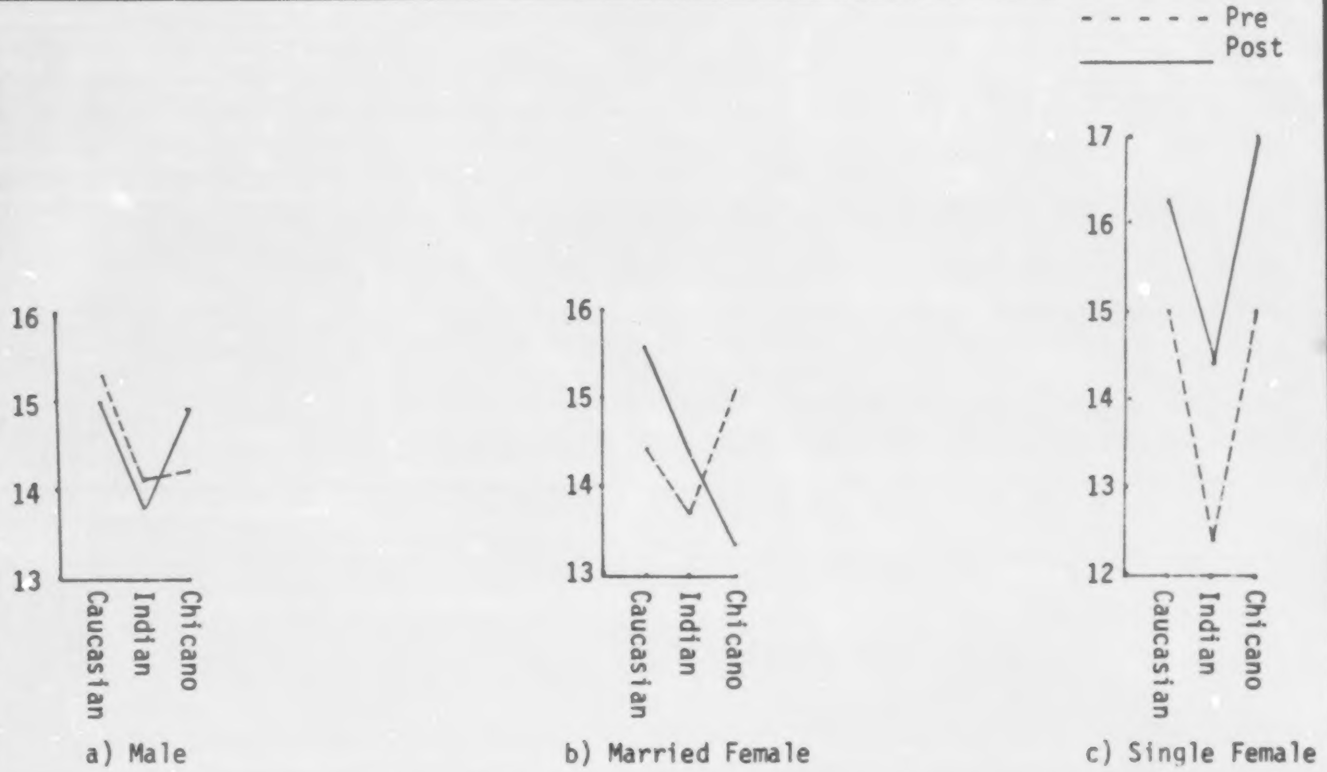


Figure III.11 (Corresponds Table III.18)

Acceptance of Aggression Change: Sex by Ethnic Group

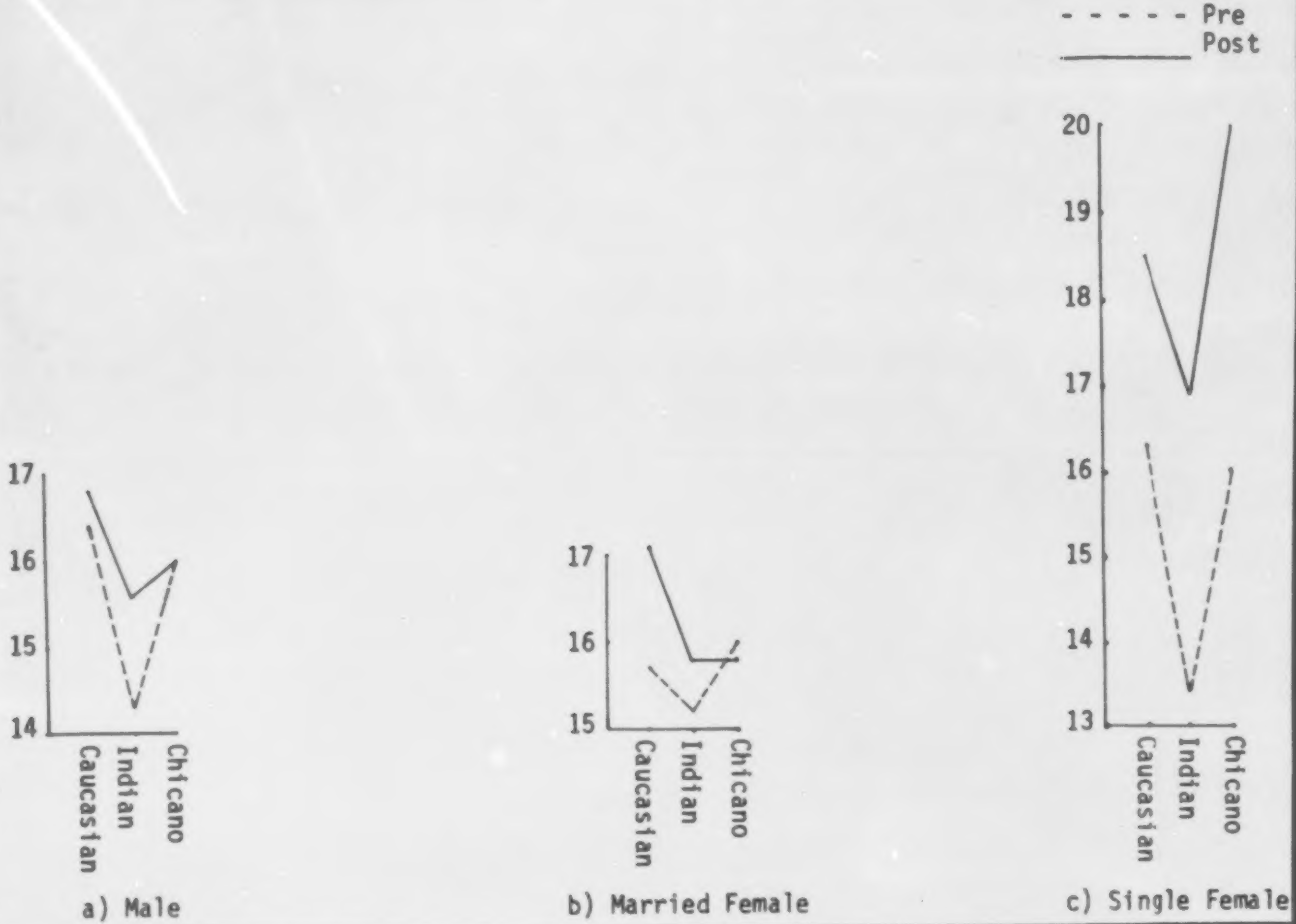


Figure III.12 (Corresponds Table III.19)

Capacity for Intimate Contact Change:
Sex by Ethnic Group

Table III.30

Time Competence: Sex by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\overline{X}$	15.10	17.00	14.03
	SD	3.30	.00	3.54
	Post $\overline{X}$	14.89	8.00	13.11
	SD	3.84	.00	4.25
	N	354	1	75
Female	Pre $\overline{X}$	15.27	14.52	14.47
	SD	3.04	3.25	3.30
	Post $\overline{X}$	16.26	14.71	13.95
	SD	3.53	3.14	3.53
	N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	830.98	1	830.98	74.64	<.001
Sex	92.20	1	92.20	8.28	.004
Completion	401.13	2	200.57	18.01	<.001
Interaction	57.55	2	28.78	2.58	.076
Covariate: Pretest	2,147.66	1	2,147.66	192.90	<.001
Error	10,743.78	965	11.13		

Table III.31

Inner Directedness: Sex by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	78.26	87.00	75.23
	SD	10.08	.00	10.21
	Post $\bar{X}$	79.18	78.00	70.91
	SD	12.47	.00	16.56
	N	354	1	75
Female	Pre $\bar{X}$	77.10	75.35	74.60
	SD	10.86	10.45	10.50
	Post $\bar{X}$	82.38	78.40	73.83
	SD	13.39	10.73	12.76
	N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	13,693.13	1	13,693.13	101.80	$<.001$
Sex	185.25	1	185.25	1.38	.241
Completion	6,127.94	2	3,063.97	22.78	$<.001$
Interaction	19.88	2	9.94	.07	.929
Covariate: Pretest	31,612.54	1	31,612.54	235.02	$<.001$
Error	129,801.94	965	134.51		

Table III.32

Self-Actualizing Value: Sex by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	19.17	24.00	17.81
	SD	2.86	.00	2.63
	Post $\bar{X}$	18.74	18.00	16.56
	SD	3.73	.00	4.57
	N	354	1	75
Female	Pre $\bar{X}$	18.55	18.23	18.44
	SD	3.02	3.38	2.76
	Post $\bar{X}$	19.59	18.50	17.00
	SD	3.35	3.08	4.08
	N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,545.10	1	1,545.10	130.12	< .001
Sex	15.46	1	15.46	1.30	.254
Completion	574.09	2	287.05	24.17	< .001
Interaction	28.62	2	14.31	1.21	.300
Covariate: Pretest	1,260.72	1	1,260.72	106.17	< .001
Error	11,458.79	965	11.87		

Table III.33

Existentiality: Sex by Completion

			Completion		
Group	Testing		Full Completion	Partial Completion	No Completion
Male	Pre	$\bar{X}$	18.47	23.00	17.57
		SD	4.17	.00	4.84
	Post	$\bar{X}$	18.25	14.00	16.93
		SD	4.83	.00	5.30
		N	354	1	75
Female	Pre	$\bar{X}$	18.42	17.67	17.10
		SD	4.36	4.68	4.52
	Post	$\bar{X}$	19.44	17.94	17.17
		SD	4.78	4.58	4.45
		N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,179.00	1	1,179.00	66.98	$<.001$
Sex	68.46	1	68.46	3.89	.049
Completion	239.83	2	119.92	6.81	.001
Interaction	48.81	2	24.40	1.39	.250
Covariate: Pretest	5,111.03	1	5,111.03	290.37	$<.001$
Error	16,985.71	965	17.60		

Table III.34

Feeling Reactivity: Sex by Completion

Group	Testing		Completion Full Completion	Partial Completion	No Completion
Male	Pre	$\bar{X}$	14.47	12.00	13.93
		SD	2.81	.00	2.62
	Post	$\bar{X}$	14.47	12.00	13.23
		SD	3.15	.00	3.84
		N	354	1	75
Female	Pre	$\bar{X}$	14.34	13.87	14.03
		SD	2.91	3.01	3.08
	Post	$\bar{X}$	15.52	14.72	14.05
		SD	3.20	2.63	3.33
		N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,479.31	1	1,479.31	166.12	$<.001$
Sex	14.60	1	14.60	1.64	.201
Completion	189.01	2	94.50	10.61	$<.001$
Interaction	4.24	2	2.12	.24	.788
Covariate: Pretest	1,141.70	1	1,141.70	128.20	$<.001$
Error	8,593.61	965	8.91		

Table III.35

Spontaneity: Sex by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	11.26	16.00	10.87
	SD	2.39	.00	2.81
	Post $\bar{X}$	11.48	10.00	10.29
	SD	2.50	.00	3.08
	N	354	1	75
Female	Pre $\bar{X}$	10.87	10.72	10.37
	SD	2.65	2.30	2.52
	Post $\bar{X}$	12.10	11.17	10.31
	SD	2.74	2.62	2.85
	N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	683.13	1	683.13	107.37	$< .001$
Sex	19.79	1	19.79	3.33	.068
Completion	229.58	2	114.79	19.31	$< .001$
Interaction	17.83	2	8.91	1.50	.224
Covariate: Pretest	1,193.21	1	1,193.21	200.77	$< .001$
Error	5,735.14	965	5.94		

Table III.36

Self-Regard: Sex by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	11.89	16.00	11.20
	SD	4.13	.00	2.56
	Post X	11.94	12.00	10.20
	SD	2.78	.00	3.17
	N	354	1	75
Female	Pre $\bar{X}$	10.86	10.65	10.78
	SD	2.80	2.54	2.80
	Post $\bar{X}$	12.25	11.48	10.67
	SD	2.56	2.58	2.83
	N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,970.23	1	1,970.23	281.45	$<.001$
Sex	2.40	1	2.40	.34	.558
Completion	322.98	2	161.49	23.07	$<.001$
Interaction	.06	2	.03	.00	.996
Covariate: Pretest	392.77	1	392.77	56.11	$<.001$
Error	6,755.19	965	7.00		

Table III.37

Self-Acceptance: Sex by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	14.17	17.00	13.39
	SD	3.37	.00	3.50
	Post $\bar{X}$	14.70	18.00	13.48
	SD	3.52	.00	4.07
	N	354	1	75
Female	Pre $\bar{X}$	14.28	14.26	14.15
	SD	3.42	3.23	3.28
	Post $\bar{X}$	15.42	14.94	14.21
	SD	3.56	3.34	3.59
	N	315	141	86

Completion is a spanning header over Full Completion, Partial Completion and No Completion.

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,546.20	1	1,546.20	148.70	$<.001$
Sex	.59	1	.59	.06	.812
Completion	134.82	2	67.41	6.48	.002
Interaction	8.58	2	4.29	.41	.662
Covariate: Pretest	2,194.69	1	2,194.69	211.06	$<.001$
Error	10,034.48	965	10.40		

Table III.38

Nature of Man: Sex by Completion

Group	Testing	Completion: Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	11.19	11.00	10.87
	SD	2.07	.00	1.79
	Post $\bar{X}$	10.92	15.00	9.59
	SD	2.32	.00	2.73
	N	354	1	75
Female	Pre $\bar{X}$	11.31	11.12	10.87
	SD	2.05	2.05	1.74
	Post $\bar{X}$	11.56	11.16	10.37
	SD	2.08	2.18	2.67
	N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,070.84	1	1,070.84	219.54	$<$ .001
Sex	6.02	1	6.02	1.23	.267
Completion	186.20	2	93.10	19.09	$<$ .001
Interaction	21.26	2	10.63	2.18	.114
Covariate: Pretest	374.20	1	374.20	76.72	$<$ .001
Error	4,706.87	965	4.88		

Table III.39

Synergy: Sex by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
Male	Pre $\bar{X}$	6.32	8.00	5.93
	SD	1.35	.00	1.38
	Post X	6.26	7.00	5.37
	SD	1.79	.00	1.64
	N	354	1	75
Female	Pre $\bar{X}$	6.35	6.11	6.06
	SD	1.37	1.31	1.31
	Post $\bar{X}$	6.64	6.06	5.71
	SD	1.44	1.47	1.90
	N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	265.61	1	265.61	109.42	$<$.001
Sex	.18	1	.18	.07	.785
Completion	78.16	2	39.08	16.10	$<$.001
Interaction	.52	2	.26	.11	.898
Covariate: Pretest	251.85	1	251.85	103.75	$<$.001
Error	2,342.58	965	2.43		

Table III 40

Acceptance of Aggression: Sex by Completion

Group	Testing	Completion		
		Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	15.24	18.00	14.72
	SD	3.16	.00	2.87
	Post X	15.12	12.00	13.91
	SD	3.35	.00	3.72
	N	354	1	75
Female	Pre $\bar{X}$	14.55	14.35	14.20
	SD	3.00	3.02	3.36
	Post $\bar{X}$	15.96	15.26	14.01
	SD	3.25	2.73	3.62
	N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,241.60	1	1,241.60	134.37	< .001
Sex	36.63	1	36.63	3.96	.047
Completion	272.32	2	136.16	14.74	<.001
Interaction	34.66	2	17.33	1.88	.154
Covariate: Pretest	1,532.98	1	1,532.98	165.90	< .001
Error	8,916.97	965	9.24		

Table III.41

Capacity of Intimate Contact: Sex by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	16.34	21.00	15.75
	SD	3.47	.00	3.64
	Post X	16.96	15.00	15.20
	SD	3.91	.00	4.83
	N	354	1	75
Female	Pre $\bar{X}$	16.12	15.11	15.12
	SD	3.45	3.93	4.03
	Post $\bar{X}$	17.93	16.40	16.13
	SD	3.93	3.69	4.08
	N	315	141	86

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,534.92	1	1,534.92	116.13	< .001
Sex	38.47	1	38.47	2.91	.088
Completion	281.80	2	140.90	10.66	< .001
Interaction	9.23	2	4.62	.35	.705
Covariate: Pretest	2,521.99	1	2,521.99	190.80	< .001
Error	12,755.07	965	13.22		

Table III.42

Time Competence: Ethnic Group by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
White	Pre $\bar{X}$	15.37	14.67	14.62
	SD	3.16	3.27	3.28
	Post $\bar{X}$	15.70	14.80	13.99
	SD	3.76	3.23	3.84
	N	587	123	112
Indian	Pre $\bar{X}$	13.74	13.20	12.94
	SD	2.87	3.05	3.72
	Post $\bar{X}$	14.74	14.50	11.44
	SD	3.21	2.80	3.39
	N	46	10	32
Chicano	Pre $\bar{X}$	13.92	14.38	14.40
	SD	2.86	3.29	3.18
	Post $\bar{X}$	13.77	13.63	14.73
	SD	4.14	1.77	3.35
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,384.79	1	2,384.79	210.10	<.001
Ethnic Group	22.88	2	11.44	1.01	.365
Completion	75.81	2	37.91	3.34	.036
Interaction	103.30	4	25.83	2.28	.059
Covariate: Pretest	1,934.91	1	1,934.91	107.46	<.001
Error	10,772.05	949	11.35	______	______

Table III.43

Inner Directedness: Ethnic Group by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	78.25	75.56	76.04
	SD	10.63	10.57	10.68
	Post $\bar{X}$	81.25	78.84	73.82
	SD	12.76	10.89	14.00
	N	587	123	112
Indian	Pre $\bar{X}$	72.78	75.50	70.72
	SD	7.83	11.15	9.98
	Post $\bar{X}$	77.74	77.40	66.47
	SD	11.02	10.62	17.04
	N	46	10	32
Chicano	Pre $\bar{X}$	75.46	74.75	74.33
	SD	6.66	8.76	6.35
	Post $\bar{X}$	74.88	74.63	74.07
	SD	18.74	6.48	11.46
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	21,731.25	1	21,731.25	158.75	<.001
Ethnic Group	436.94	2	218.47	1.60	.203
Completion	1,690.31	2	845.16	6.17	.002
Interaction	648.69	4	162.17	1.18	.316
Covariate: Pretest	28,083.96	1	28,083.96	205.16	<.001
Error	129,908.75	949	136.89		

Table III.44

Self-Actualizing Value: Ethnic Group by Completion

Group	Testing	Completion		
		Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	18.91	18.18	18.47
	SD	3.02	3.38	2.74
	Post $\bar{X}$	19.22	18.57	17.01
	SD	3.49	3.13	4.17
	N	587	123	112
Indian	Pre $\bar{X}$	18.02	20.10	17.19
	SD	2.29	2.85	2.44
	Post $\bar{X}$	19.04	18.50	15.97
	SD	3.72	3.06	4.93
	N	46	10	32
Chicano	Pre $\bar{X}$	19.54	17.63	17.67
	SD	2.39	4.14	2.82
	Post $\bar{X}$	18.38	17.38	16.87
	SD	4.86	2.45	4.12
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,669.64	1	2,669.64	222.17	<.001
Ethnic Group	20.88	2	10.44	.87	.420
Completion	186.22	2	93.11	7.75	<.001
Interaction	28.06	4	7.02	.58	.674
Covariate: Pretest	1,182.33	1	1,182.33	98.39	<.001
Error	11,403.51	949	12.02		

Table III.45

Existentiality: Ethnic Group by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	18.68	17.89	17.66
	SD	4.27	4.71	4.96
	Post $\bar{X}$	19.02	18.17	17.55
	SD	4.80	4.60	4.80
	N	587	123	112
Indian	Pre $\bar{X}$	16.70	16.10	15.63
	SD	3.75	5.34	3.98
	Post $\bar{X}$	17.30	16.10	15.38
	SD	4.27	4.53	5.11
	N	46	10	32
Chicano	Pre $\bar{X}$	16.31	17.50	18.33
	SD	3.81	3.63	2.94
	Post $\bar{X}$	16.42	17.25	16.73
	SD	6.03	3.45	4.11
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,280.66	1	3,280.66	182.77	$<.001$
Ethnic Group	87.30	2	43.65	2.43	.088
Completion	55.15	2	27.57	1.54	.216
Interaction	6.74	4	1.68	.09	.984
Covariate: Pretest	4,657.05	1	4,657.05	259.45	$<.001$
Error	17,034.32	949	17.95		

Table III.46

Feeling Reactivity: Ethnic Group by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
White	Pre $\bar{X}$	14.51	13.87	14.32
	SD	2.86	3.08	2.86
	Post $\bar{X}$	15.10	14.67	14.04
	SD	3.14	2.64	3.47
	N	587	123	112
Indian	Pre $\bar{X}$	13.37	14.00	12.59
	SD	2.54	3.23	2.97
	Post $\bar{X}$	13.93	15.10	12.09
	SD	3.34	3.07	3.99
	N	46	10	32
Chicano	Pre $\bar{X}$	13.77	14.00	14.40
	SD	2.75	1.07	1.84
	Post $\bar{X}$	13.92	15.00	14.07
	SD	3.92	2.00	2.89
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,921.54	1	2,921.54	322.35	<.001
Ethnic Group	18.06	2	9.03	1.00	.370
Completion	68.03	2	34.01	3.75	.024
Interaction	32.91	4	8.23	.91	.459
Covariate: Pretest	966.69	1	966.69	106.66	<.001
Error	8,601.07	949	9.06		

294

Table III.47

Spontaneity: Ethnic Group by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	11.02	10.90	10.62
	SD	2.59	2.26	2.76
	Post $\bar{X}$	11.84	11.40	10.43
	SD	2.61	2.55	2.84
	N	587	123	112
Indian	Pre $\bar{X}$	10.20	10.00	10.13
	SD	1.98	2.98	2.52
	Post $\bar{X}$	11.33	9.90	9.44
	SD	2.43	3.35	3.52
	N	46	10	32
Chicano	Pre $\bar{X}$	11.65	9.38	11.27
	SD	1.67	2.39	2.19
	Post $\bar{X}$	11.19	9.50	11.00
	SD	3.54	1.41	2.30
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,603.80	1	1,603.80	265.94	<.001
Ethnic Group	34.00	2	17.00	2.82	.060
Completion	62.21	2	31.10	5.16	.006
Interaction	28.94	4	7.23	1.20	.309
Covariate: Pretest	1,105.58	1	1,105.58	183.33	<.001
Error	5,723.08	949	6.03		

Table III.48

Self-Regard: Ethnic Group by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	11.30	10.63	11.06
	SD	2.69	2.58	2.71
	Post $\bar{X}$	12.09	11.48	10.56
	SD	2.66	2.62	2.87
	N	587	123	112
Indian	Pre $\bar{X}$	11.00	11.70	10.63
	SD	2.55	2.16	2.77
	Post $\bar{X}$	12.39	12.00	9.78
	SD	2.73	2.62	3.26
	N	46	10	32
Chicano	Pre $\bar{X}$	14.62	10.50	10.80
	SD	12.23	3.07	2.54
	Post $\bar{X}$	11.65	11.00	11.07
	SD	3.12	2.07	3.26
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	4,772.28	1	4,772.28	681.16	<.001
Ethnic Group	3.86	2	1.93	.28	.760
Completion	88.66	2	44.33	6.33	.002
Interaction	47.25	4	11.81	1.69	.151
Covariate: Pretest	390.15	1	390.15	55.69	<.001
Error	6,648.80	949	7.01		

Table III.49

Self-Acceptance: Ethnic Group by Completion

Group	Testing		Completion Full Completion	 Partial Completion	 No Completion
White	Pre	$\bar{X}$	14.39	14.32	13.83
		SD	3.43	3.17	3.61
	Post	$\bar{X}$	15.26	15.14	14.05
		SD	3.51	3.35	3.87
		N	587	123	112
Indian	Pre	$\bar{X}$	13.11	13.40	13.56
		SD	2.73	4.48	3.17
	Post	$\bar{X}$	13.98	13.90	12.72
		SD	2.85	3.41	3.95
		N	46	10	32
Chicano	Pre	$\bar{X}$	12.62	14.88	13.67
		SD	3.03	2.85	2.19
	Post	$\bar{X}$	12.77	14.13	14.27
		SD	4.35	2.80	2.49
		N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,893.86	1	2,893.86	280.49	<.001
Ethnic Group	68.13	2	34.06	3.30	.037
Completion	12.51	2	6.25	.61	.546
Interaction	42.55	4	10.64	1.03	.390
Covariate: Pretest	2,005.64	1	2,005.64	194.40	<.001
Error	9,790.80	949	10.32		

Table III.50

Nature of Man: Ethnic Group by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	11.28	11.19	11.04
	SD	2.08	2.04	1.76
	Post $\bar{X}$	11.29	11.26	10.04
	SD	2.20	2.28	2.77
	N	587	123	112
Indian	Pre $\bar{X}$	10.74	10.70	10.47
	SD	1.91	2.36	1.85
	Post $\bar{X}$	10.83	10.50	9.66
	SD	2.16	1.35	2.66
	N	46	10	32
Chicano	Pre $\bar{X}$	11.77	10.63	10.33
	SD	1.88	1.92	1.48
	Post $\bar{X}$	10.77	10.88	10.40
	SD	2.98	1.81	2.61
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	1,465.34	1	1,465.34	294.12	<.001
Ethnic Group	7.41	2	3.71	.74	.476
Completion	31.48	2	15.74	3.16	.043
Interaction	14.31	4	3.58	.72	.580
Covariate: Pretest	367.38	1	367.38	73.74	<.001
Error	4,728.10	949	4.98		

Table III.51

Synergy: Ethnic Group by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	6.34	6.11	6.03
	SD	1.37	1.34	1.44
	Post $\bar{X}$	6.50	6.11	5.49
	SD	1.62	1.47	1.67
	N	587	123	112
Indian	Pre $\bar{X}$	6.13	6.50	5.81
	SD	1.26	1.27	1.15
	Post $\bar{X}$	6.22	5.60	5.34
	SD	1.67	1.65	1.43
	N	46	10	32
Chicano	Pre $\bar{X}$	6.42	5.63	6.20
	SD	1.36	.74	1.01
	Post $\bar{X}$	5.96	5.88	6.53
	SD	1.97	1.25	2.88
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	503.53	1	503.53	207.54	<.001
Ethnic Group	5.86	2	2.93	1.21	.300
Completion	6.57	2	3.28	1.35	.259
Interaction	22.45	4	5.61	2.31	.056
Covariate: Pretest	245.57	1	245.57	101.22	<.001
Error	2,302.49	949	2.43		

Table III.52

Acceptance of Aggression: Ethnic Group by Completion

Group	Testing	Completion		
		Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	15.04	14.34	14.71
	SD	3.16	3.03	3.12
	Post $\bar{X}$	15.65	15.38	14.30
	SD	3.27	2.70	3.52
	N	587	123	112
Indian	Pre $\bar{X}$	13.87	14.60	13.06
	SD	2.58	3.92	3.50
	Post $\bar{X}$	15.04	15.60	12.31
	SD	3.06	2.63	4.25
	N	46	10	32
Chicano	Pre $\bar{X}$	14.15	14.88	15.53
	SD	2.24	2.03	1.60
	Post $\bar{X}$	14.27	13.00	14.73
	SD	4.19	2.33	2.55
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,906.77	1	2,906.77	311.91	<.001
Ethnic Group	57.33	2	28.66	3.08	.047
Completion	81.22	2	40.61	4.36	.013
Interaction	70.21	4	17.55	1.88	.111
Covariate: Pretest	1,276.45	1	1,276.45	136.97	<.001
Error	8,844.07	949	9.32		

Table III.53

Capacity for Intimate Contact: Ethnic Group by Completion

Group	Testing	Completion		
		Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	16.38	15.21	15.61
	SD	3.50	3.95	3.76
	Post $\bar{X}$	17.53	16.46	15.96
	SD	3.90	3.63	4.36
	N	587	123	112
Indian	Pre $\bar{X}$	14.89	14.40	14.00
	SD	2.62	4.20	3.97
	Post $\bar{X}$	16.85	16.80	14.25
	SD	3.35	3.61	4.97
	N	46	10	32
Chicano	Pre $\bar{X}$	15.38	15.63	17.20
	SD	3.54	3.89	3.67
	Post $\bar{X}$	15.77	15.63	16.73
	SD	5.61	4.34	3.73
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,723.72	1	3,723.72	275.70	<.001
Ethnic Group	20.59	2	10.29	.76	.467
Completion	64.63	2	32.31	2.39	.092
Interaction	47.31	4	11.83	.88	.478
Covariate: Pretest	2,299.75	1	2,299.75	170.27	<.001
Error	12,817.40	949	13.51		

Table III.54

Capacity for Intimate Contact:
Gain by Ethnic Group and Completion

Group	Testing	Completion		
		Full Completion	Partial Completion	No Completion
White	Pre $\bar{X}$	59.90	66.52	58.44
	SD	12.32	10.25	12.46
	Post $\bar{X}$	62.52	69.40	57.63
	SD	14.86	10.60	14.62
	N	587	123	112
Indian	Pre $\bar{X}$	55.35	64.92	55.71
	SD	10.01	10.77	11.95
	Post $\bar{X}$	59.54	67.75	52.75
	SD	13.14	9.76	14.94
	N	46	10	32
Chicano	Pre $\bar{X}$	55.10	66.20	57.69
	SD	12.47	8.92	9.28
	Post $\bar{X}$	54.72	65.95	58.23
	SD	17.49	7.24	12.64
	N	26	8	15

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	4,098.31	1	4,098.31	38.62	.001
Ethnic Group	152.69	2	76.84	.72	.485
Completion	710.69	2	355.34	3.35	.036
Interaction	468.94	4	117.23	1.10	.353
Covariate: Pretest	91,875.69	1	91,875.69	865.68	.001
Error	100,718.19	949	106.13	------	-------

Table III.55

Time Competence: Sex/Marital Status by Program Period

Group	Testing		Period					
			3	4	5	6	7	8
Male	Pre	$\bar{X}$	15.7	14.3	15.0	15.9	14.7	15.7
		SD	2.52	3.53	3.31	2.72	3.35	3.59
	Post	$\bar{X}$	15.1	14.7	14.4	15.4	13.9	14.3
		SD	4.16	3.96	3.67	4.17	3.80	3.80
		N	44	77	38	51	47	56
Married Female	Pre	$\bar{X}$	15.6	14.9	14.4	15.9	15.5	15.1
		SD	2.50	3.27	3.70	2.71	2.56	2.74
	Post	$\bar{X}$	15.5	15.3	14.9	15.9	15.0	14.8
		SD	2.45	4.17	4.08	3.75	3.38	4.32
		N	45	73	39	49	46	54
Single Female	Pre	$\bar{X}$	13.3	14.7	15.6	17.2	15.9	14.5
		SD	2.90	3.51	3.71	1.30	2.93	3.64
	Post	$\bar{X}$	14.9	16.2	17.8	18.8	17.0	15.4
		SD	3.34	3.11	2.68	1.10	2.78	3.94
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,960.9	1	1,960.86	161.61	<.001
Sex & Marital Status	249.3	2	124.67	10.27	<.001
Program Period	79.0	5	15.80	1.30	.261
Interaction	44.0	10	4.40	.36	.962
Covariate: Pretest	1,554.0	1	1,554.01	128.08	<.001
Error	8,578.3	707	12.13	----	---

Table III.56

Inner Directedness: Sex/Marital Status by Program Period

Group	Testing		Period					
			3	4	5	6	7	8
Male	Pre	$\overline{X}$	79.3	76.9	75.9	82.8	77.9	77.1
		SD	9.75	9.76	9.75	10.80	8.38	10.91
	Post	$\overline{X}$	78.3	79.3	77.4	82.5	74.3	77.4
		SD	10.51	12.36	10.70	12.96	15.65	16.12
		N	44	77	38	51	47	56
Married Female	Pre	$\overline{X}$	78.0	76.6	76.1	79.8	76.3	77.4
		SD	9.64	10.60	11.67	9.11	9.80	11.23
	Post	$\overline{X}$	79.5	78.7	76.0	81.6	78.3	78.6
		SD	10.44	15.14	18.68	12.92	10.13	16.03
		N	45	73	39	49	46	54
Single Female	Pre	$\overline{X}$	69.4	72.0	81.8	83.4	79.2	77.2
		SD	12.68	12.65	11.15	4.28	12.13	13.24
	Post	$\overline{X}$	74.5	83.5	90.7	88.6	86.6	79.6
		SD	11.12	11.58	8.41	4.93	11.06	14.70
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	18,691.3	1	18,691.25	123.58	<.001
Sex & Marital Status	2,324.6	2	1,162.31	7.69	<.001
Program Period	1,083.8	5	216.76	1.43	.210
Interaction	1,680.5	10	168.05	1.11	.351
Covariate: Pretest	22,680.7	1	22,680.70	149.96	<.001
Error	106,929.8	707	151.24	---	---

Table III.57

Self-Actualizing Value: Sex/Marital Status by Program Period

			Period					
Group	Testing		3	4	5	6	7	8
Male	Pre	$\bar{X}$	19.8	18.5	19.0	19.5	19.4	19.3
		SD	2.45	2.86	3.05	2.59	3.24	2.78
	Post	$\bar{X}$	19.4	18.9	18.1	19.5	17.1	17.8
		SD	3.45	3.60	4.02	3.73	4.45	4.63
		N	44	77	38	51	47	56
Married Female	Pre	$\bar{X}$	18.3	18.9	18.3	19.5	18.2	19.0
		SD	2.78	2.84	2.93	2.72	3.36	2.85
	Post	$\bar{X}$	18.8	18.1	18.3	19.6	18.3	18.3
		SD	2.78	4.29	3.88	3.10	3.53	4.56
		N	45	73	39	49	46	54
Single Female	Pre	$\bar{X}$	16.6	17.6	19.5	20.0	18.1	19.2
		SD	3.55	2.90	2.33	1.87	3.38	3.12
	Post	$\bar{X}$	18.0	19.5	21.6	21.2	20.4	19.3
		SD	2.04	2.99	1.76	1.10	3.03	4.37
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,200.8	1	2,200.82	166.02	<.001
Sex & Marital Status	196.7	2	98.33	7.42	.001
Program Period	88.1	5	17.62	1.33	.250
Interaction	190.3	10	19.03	1.44	.160
Covariate: Pretest	897.4	1	897.40	67.70	<.001
Error	9,372.0	707	13.26	---	---

Table III.58

Existentiality: Sex/Marital Status by Program Period

Group	Testing		Period					
			3	4	5	6	7	8
Male	Pre	$\bar{X}$	18.6	18.1	17.7	20.1	18.1	18.6
		SD	4.79	3.77	4.29	4.49	4.07	4.45
	Post	$\bar{X}$	18.1	18.2	18.3	19.9	16.8	17.7
		SD	5.05	4.63	4.39	4.85	4.58	5.03
		N	44	77	38	51	47	56
Married Female	Pre	$\bar{X}$	18.4	18.4	17.9	20.0	17.5	17.7
		SD	3.60	4.64	4.75	4.07	4.36	4.37
	Post	$\bar{X}$	17.7	18.8	17.7	19.5	17.7	17.8
		SD	3.47	4.86	5.05	4.76	3.62	5.22
		N	45	73	39	49	46	54
Single Female	Pre	$\bar{X}$	15.0	17.4	20.6	20.8	19.1	17.9
		SD	4.84	4.17	4.59	2.95	5.09	4.66
	Post	$\bar{X}$	16.1	20.5	22.6	21.4	21.0	19.0
		SD	4.58	4.75	3.64	3.91	5.23	5.01
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,184.3	1	3,184.33	186.19	<.001
Sex & Marital Status	237.6	2	118.79	6.95	.001
Program Period	176.8	5	35.37	2.07	.068
Interaction	147.1	10	14.71	.86	.571
Covariate: Pretest	3,452.5	1	3,452.53	201.87	<.001
Error	12,091.8	707	17.10	---	---

Table III.59

Feeling Reactivity: Sex/Marital Status by Program Period

Group	Testing		Period					
			3	4	5	6	7	8
Male	Pre	$\overline{X}$	14.4	14.5	13.9	15.3	15.0	14.1
		SD	2.62	2.73	2.46	3.11	2.37	3.22
	Post	$\overline{X}$	14.0	14.8	13.9	15.3	14.1	14.1
		SD	2.89	3.09	2.96	2.98	3.72	3.91
		N	44	77	38	51	47	56
Married Female	Pre	$\overline{X}$	14.5	14.4	13.1	14.6	14.2	14.1
		SD	2.63	2.92	3.05	2.79	2.98	3.07
	Post	$\overline{X}$	14.8	14.7	14.7	15.0	14.6	15.2
		SD	2.80	3.30	3.41	3.27	3.11	3.60
		N	45	73	39	49	46	54
Single Female	Pre	$\overline{X}$	13.0	13.4	15.7	16.0	14.3	15.1
		SD	3.64	2.88	2.32	1.22	3.05	3.33
	Post	$\overline{X}$	13.8	15.7	17.8	18.8	16.1	15.5
		SD	3.49	2.97	1.83	.45	2.34	3.61
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,611.5	1	2,611.50	276.97	<.001
Sex & Marital Status	210.9	2	105.45	11.18	<.001
Program Period	94.5	5	18.90	2.00	.076
Interaction	114.3	10	11.43	1.21	.279
Covariate: Pretest	767.6	1	767.58	81.41	<.001
Error	6,666.1	707	9.43	---	---

Table III.60

Spontaneity: Sex/Marital Status by Program Period

			Period					
Group	Testing		3	4	5	6	7	8
Male	Pre	$\overline{X}$	11.5	10.9	10.7	12.5	11.5	11.0
		SD	2.30	2.25	2.43	2.04	1.86	2.85
	Post	$\overline{X}$	11.3	11.2	11.1	11.9	11.2	11.1
		SD	2.49	2.23	2.11	2.76	2.85	3.27
		N	44	77	38	51	47	56
Married Female	Pre	$\overline{X}$	10.8	10.8	11.1	11.4	10.2	11.3
		SD	2.52	2.55	2.88	2.25	2.06	2.40
	Post	$\overline{X}$	11.1	10.9	11.6	11.8	11.1	11.6
		SD	2.93	3.12	2.96	2.81	2.06	3.32
		N	45	73	39	49	46	54
Single Female	Pre	$\overline{X}$	8.4	10.1	12.4	13.2	11.0	10.9
		SD	2.87	2.89	1.89	1.48	2.83	3.35
	Post	$\overline{X}$	10.2	12.1	14.0	13.4	12.5	11.0
		SD	2.04	2.59	1.63	1.14	3.48	2.96
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,332.5	1	1,332.53	209.84	<.001
Sex & Marital Status	62.2	2	31.11	4.90	.008
Program Period	41.6	5	8.31	1.31	.258
Interaction	67.2	10	6.72	1.06	.393
Covariate: Pretest	932.4	1	932.43	146.83	<.001
Error	4,489.6	707	6.35	---	---

Table III.61

Self-Regard: Sex/Marital Status by Program Period

Group	Testing		Period					
			3	4	5	6	7	8
Male	Pre	$\bar{X}$	12.2	11.1	11.2	12.6	11.6	11.9
		SD	2.77	2.28	2.61	2.03	2.04	2.73
	Post	$\bar{X}$	12.1	11.8	11.8	12.4	10.8	11.5
		SD	2.94	2.84	2.55	2.82	2.95	3.11
		N	44	77	38	51	47	56
Married Female	Pre	$\bar{X}$	10.8	10.7	10.5	11.7	11.3	11.1
		SD	2.63	2.78	2.75	1.95	2.82	2.64
	Post	$\bar{X}$	11.9	11.2	12.0	12.2	11.3	11.6
		SD	2.26	3.15	2.67	2.78	2.63	3.17
		N	45	73	39	49	46	54
Single Female	Pre	$\bar{X}$	10.1	9.6	11.2	12.8	10.5	10.9
		SD	3.40	3.52	2.92	1.64	2.98	2.64
	Post	$\bar{X}$	11.7	12.1	13.7	13.8	12.7	11.8
		SD	2.27	2.58	1.25	1.30	2.13	2.89
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,575.6	1	2,575.60	355.83	<.001
Sex & Marital Status	80.9	2	40.46	5.59	.004
Program Period	57.4	5	11.49	1.59	.161
Interaction	62.5	10	6.25	.86	.568
Covariate: Pretest	458.1	1	458.05	63.28	<.001
Error	5,117.5	707	7.24	---	---

Table III.62

Self-Acceptance: Sex/Marital Status by Program Period

Group	Testing		Period					
			3	4	5	6	7	8
Male	Pre	$\bar{X}$	14.3	13.9	13.7	15.0	13.7	14.0
		SD	3.45	3.36	3.03	3.89	3.40	3.10
	Post	$\bar{X}$	14.7	14.9	14.4	15.5	13.7	14.4
		SD	3.51	3.09	3.21	3.77	4.00	3.64
		N	44	77	38	51	47	56
Married Female	Pre	$\bar{X}$	14.7	14.2	13.8	14.8	14.7	14.2
		SD	2.52	3.44	4.11	3.12	3.50	3.55
	Post	$\bar{X}$	15.1	15.3	14.3	15.2	15.1	14.7
		SD	3.28	3.92	4.02	3.80	2.62	3.58
		N	45	73	39	49	46	54
Single Female	Pre	$\bar{X}$	13.3	13.5	14.1	15.4	15.2	14.4
		SD	2.99	3.62	4.50	1.95	3.75	3.87
	Post	$\bar{X}$	13.7	15.6	16.5	16.2	16.4	14.4
		SD	4.54	3.27	3.20	2.49	3.18	3.24
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,938.8	1	2,938.83	285.35	$<.001$
Sex & Marital Status	36.6	2	18.29	1.78	.170
Program Period	78.3	5	15.66	1.52	.181
Interaction	87.7	10	8.77	.85	.579
Covariate: Pretest	1,556.1	1	1,556.12	151.09	$<.001$
Error	7,281.4	707	10.30	---	---

Table III.63

Nature of Man: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\overline{X}$	11.8	10.9	11.0	11.3	11.2	11.4
		SD	2.11	2.06	2.40	1.83	2.01	1.80
	Post	$\overline{X}$	11.1	10.9	11.0	11.0	10.3	10.7
		SD	2.27	2.23	2.49	2.37	2.88	2.56
		N	44	77	38	51	47	56
Married Female	Pre	$\overline{X}$	11.8	11.3	11.2	11.7	11.4	11.9
		SD	1.79	2.10	2.02	1.68	1.94	1.94
	Post	$\overline{X}$	11.8	10.9	10.6	11.7	11.2	11.1
		SD	2.04	2.63	2.45	1.89	2.21	3.03
		N	45	73	39	49	46	54
Single Female	Pre	$\overline{X}$	10.0	10.5	11.5	10.6	11.1	11.0
		SD	1.54	2.01	2.07	2.41	2.37	1.82
	Post	$\overline{X}$	10.8	11.4	12.2	11.4	11.6	11.4
		SD	1.54	1.99	1.99	2.61	1.40	2.51
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,154.9	1	1,154.90	217.10	$<.001$
Sex & Marital Status	37.9	2	18.97	3.57	.029
Program Period	7.5	5	1.49	.28	.924
Interaction	37.4	10	3.74	.70	.721
Covariate: Pretest	312.6	1	312.59	58.76	$<.001$
Error	3,760.9	707	5.32	---	---

Table III.64

Synergy: Sex/Marital Status by Program Period

			Period					
Group	Testing		3	4	5	6	7	8
Male	Pre	$\bar{X}$	6.7	6.2	6.2	6.4	6.2	6.4
		SD	1.07	1.49	1.24	1.53	1.51	1.19
	Post	$\bar{X}$	6.5	6.4	6.2	6.2	5.7	5.9
		SD	2.18	1.99	1.68	1.53	1.89	1.84
		N	44	77	38	51	47	56
Married Female	Pre	$\bar{X}$	6.4	6.3	6.2	6.7	5.9	6.5
		SD	1.27	1.42	1.20	1.30	1.11	1.21
	Post	$\bar{X}$	6.3	6.1	6.1	6.7	6.0	6.1
		SD	1.46	1.96	1.51	1.29	1.71	1.83
		N	45	73	39	49	46	54
Single Female	Pre	$\bar{X}$	5.1	6.2	6.5	8.2	6.5	6.3
		SD	1.68	1.21	1.56	.84	1.56	1.36
	Post	$\bar{X}$	6.4	6.8	7.0	7.6	6.4	6.4
		SD	1.24	1.32	1.35	.89	1.45	1.81
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	428.2	1	428.24	155.85	<.001
Sex & Marital Status	18.0	2	8.98	3.27	.039
Program Period	20.2	5	4.04	1.47	.198
Interaction	13.1	10	1.31	.48	.905
Covariate: Pretest	198.7	1	198.71	72.31	<.001
Error	1,942.7	707	2.75	---	---

Table III.65

Acceptance of Aggression: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\bar{X}$	15.5	15.6	14.3	15.9	15.6	14.6
		SD	3.08	2.93	2.86	3.71	2.59	2.93
	Post	X	15.3	15.6	14.7	15.5	14.6	14.7
		SD	3.17	3.13	2.74	3.60	3.40	3.76
		N	44	77	38	51	47	56
Married Female	Pre	$\bar{X}$	14.6	14.7	14.1	14.8	14.4	14.7
		SD	3.01	2.85	3.37	3.21	2.75	3.27
	Post	X	15.8	15.5	14.7	15.5	14.9	15.0
		SD	3.09	3.54	3.21	3.08	3.06	3.81
		N	45	73	39	49	46	54
Single Female	Pre	$\bar{X}$	12.9	13.9	15.7	16.4	15.8	15.1
		SD	3.58	3.08	2.32	2.07	2.36	3.92
	Post	$\bar{X}$	14.1	15.6	18.0	17.4	16.5	15.3
		SD	4.14	3.22	1.91	2.07	2.98	3.67
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,627.3	1	2,627.27	271.59	<.001
Sex & Marital Status	93.7	2	46.85	4.84	.008
Program Period	50.4	5	10.08	1.04	.392
Interaction	88.2	10	8.82	.91	.522
Covariate: Pretest	1,015.3	1	1,015.30	104.96	<.001
Error	6,839.2	707	9.67	---	---

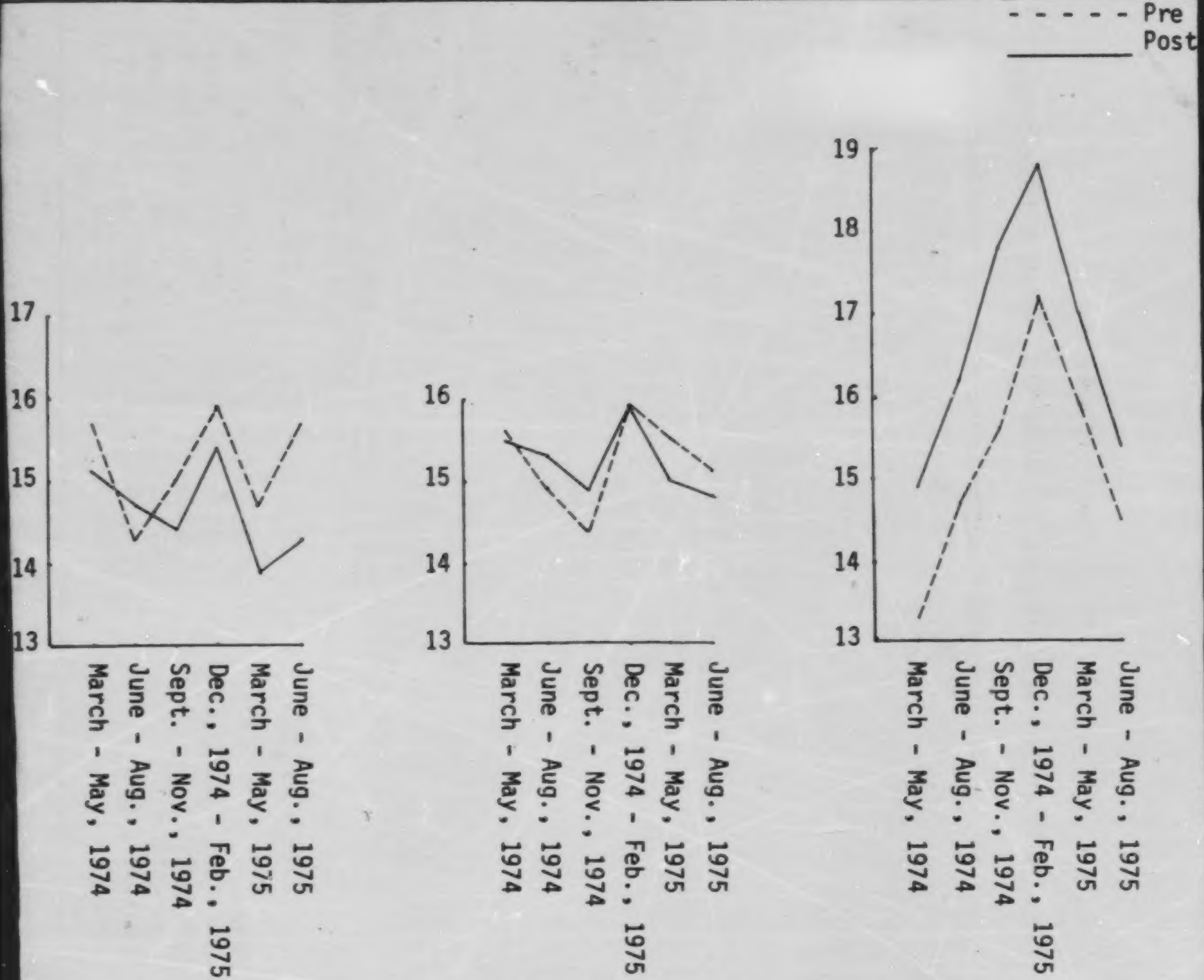
Table III.66

Capacity of Intimate Contact: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\bar{X}$	16.3	16.1	15.8	17.6	16.2	16.3
		SD	3.56	3.18	2.98	3.72	3.72	3.80
	Post	$\bar{X}$	16.6	17.4	16.5	17.6	15.7	16.6
		SD	3.84	3.57	3.52	4.18	4.43	4.26
		N	44	77	38	51	47	56
Married Female	Pre	$\bar{X}$	16.1	15.5	15.5	17.0	16.4	15.7
		SD	3.03	3.91	3.98	3.25	3.50	3.85
	Post	$\bar{X}$	16.4	16.9	16.5	17.5	17.3	16.9
		SD	3.01	4.13	3.89	4.11	3.72	4.58
		N	45	73	39	49	46	54
Single Female	Pre	$\bar{X}$	13.5	14.6	17.6	18.2	16.9	16.7
		SD	4.19	3.55	3.71	2.59	3.87	3.70
	Post	$\bar{X}$	16.2	18.6	20.2	20.2	19.4	17.6
		SD	3.90	3.62	1.88	3.49	4.05	4.24
		N	12	35	13	5	14	28

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,421.2	1	3,421.20	261.79	<.001
Sex & Marital Status	232.9	2	116.44	8.91	<.001
Program Period	113.2	5	22.65	1.73	.125
Interaction	115.3	10	11.53	.88	.549
Covariate: Pretest	1,746.6	1	1,746.58	133.65	<.001
Error	9,239.3	707	13.07	---	---



a) Male b) Married Female c) Single Female

Figure III.13 (Corresponds Table III.45)

Time Competence: Sex by Program Period

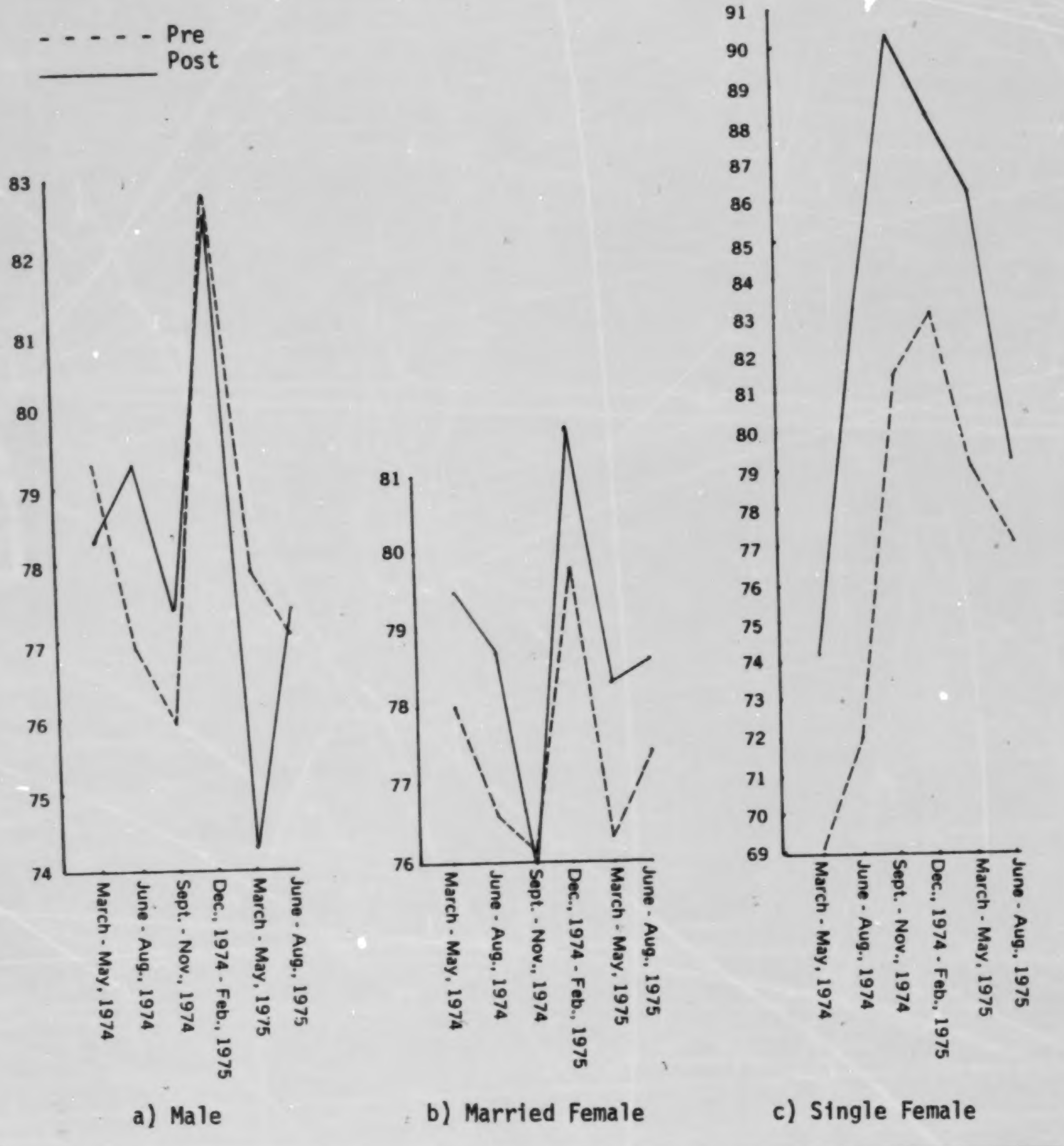


Figure III.14 (Corresponds Table III.46)

Inner Directedness: Sex by Program Period

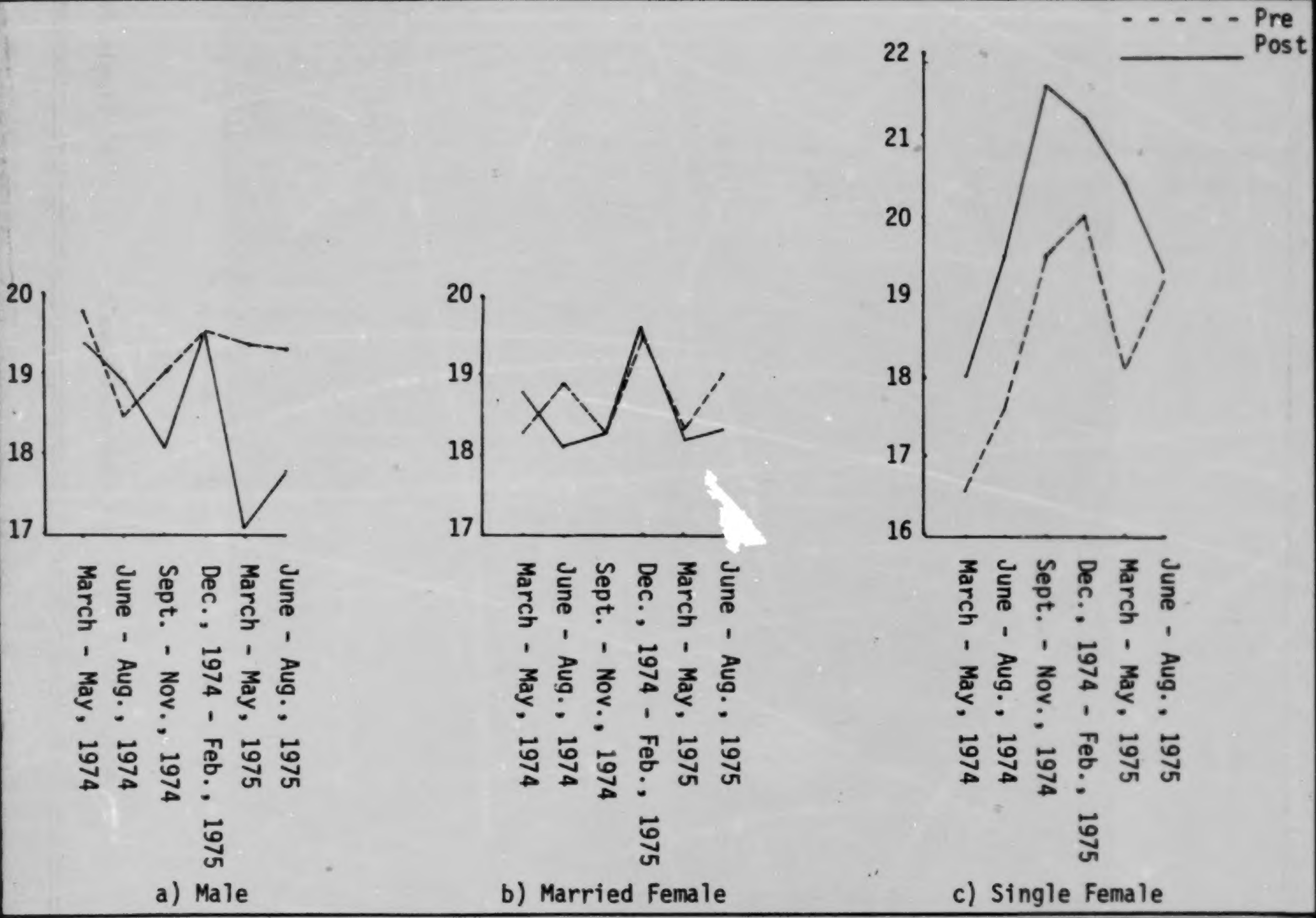
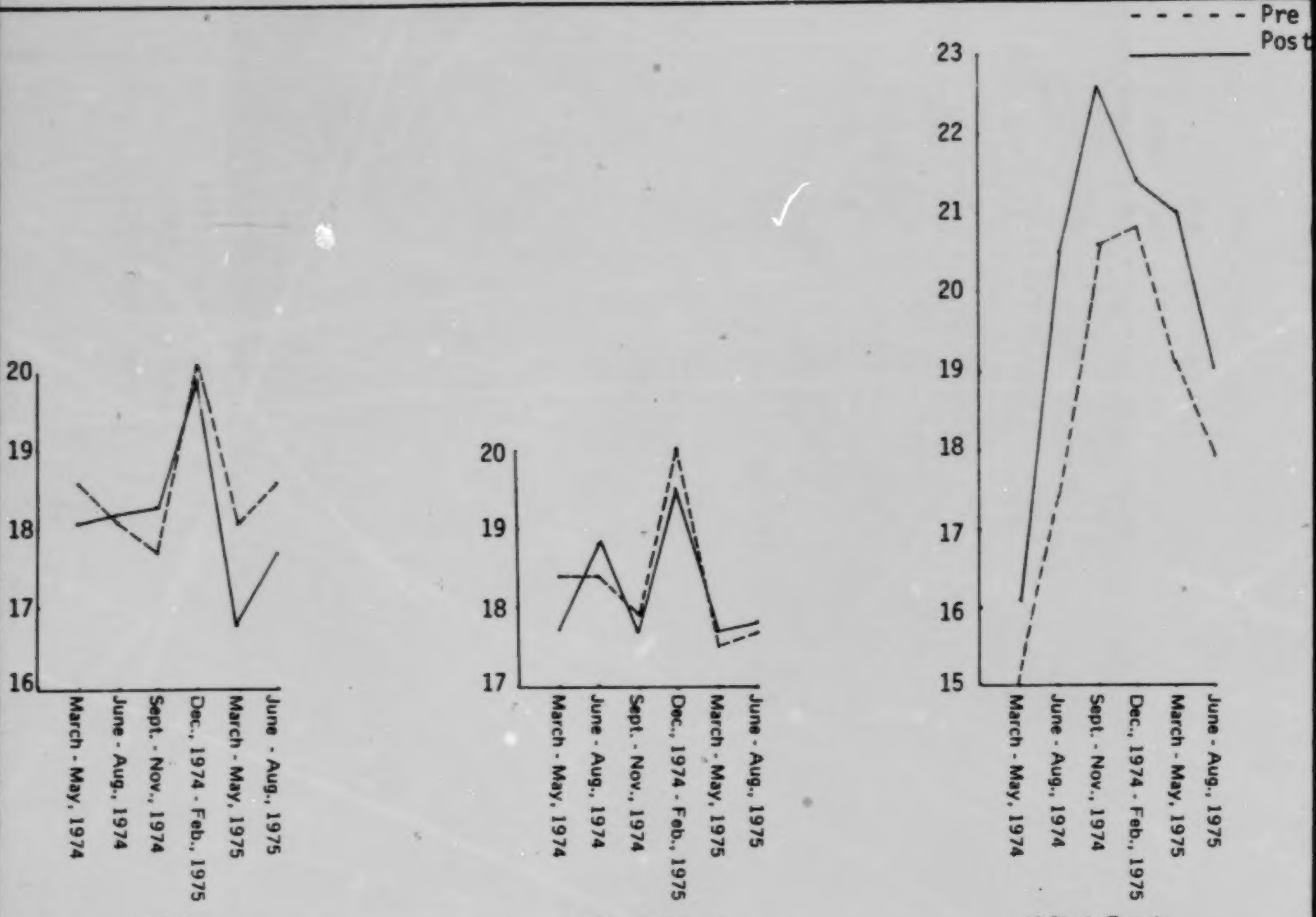


Figure III.15 (Corresponds Table III.47)

Self-Actualizing Value: Sex by Program Period



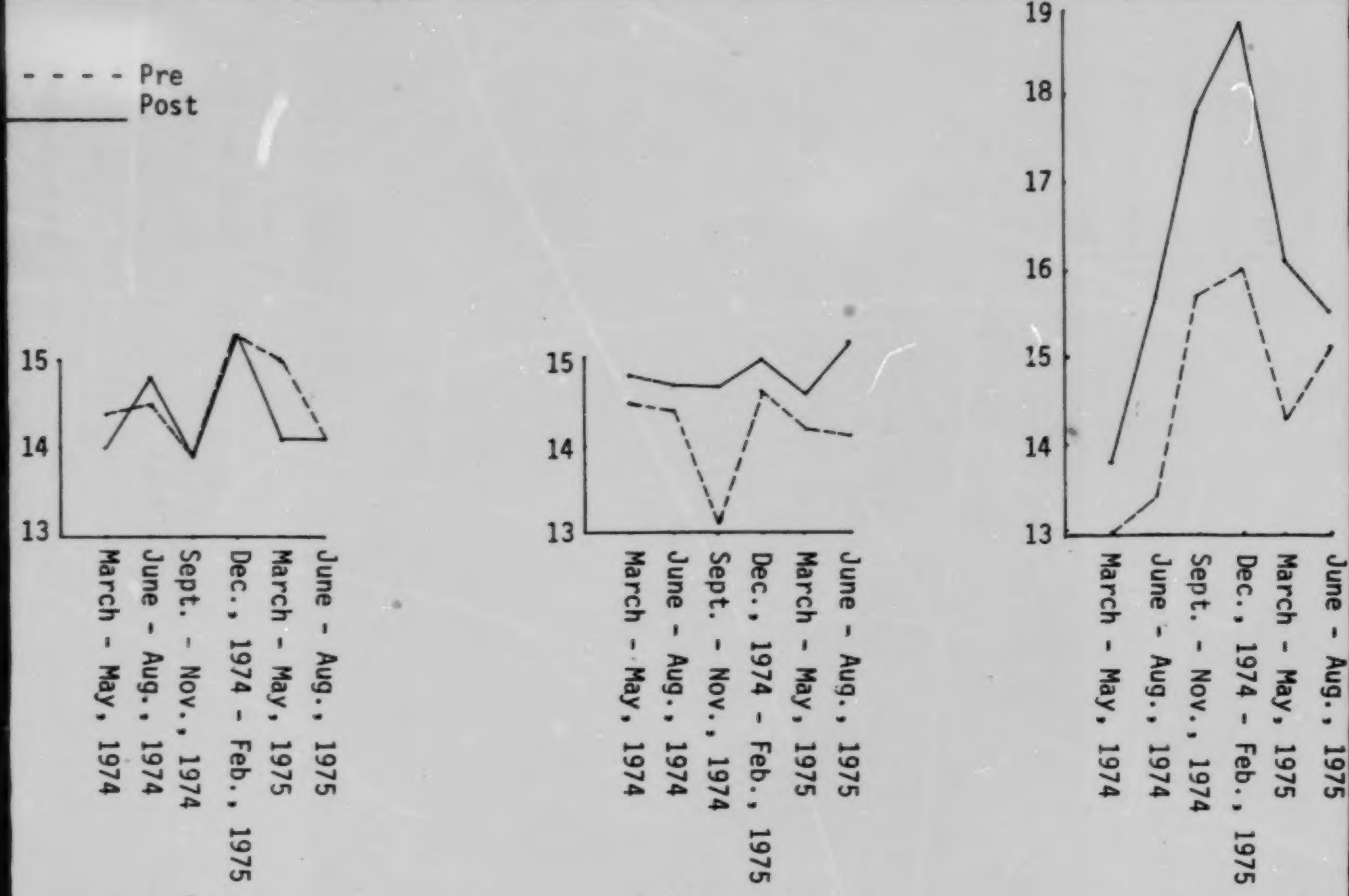
a) Male

b) Married Female

c) Single Female

Figure III.16 (Corresponds Table III.48)

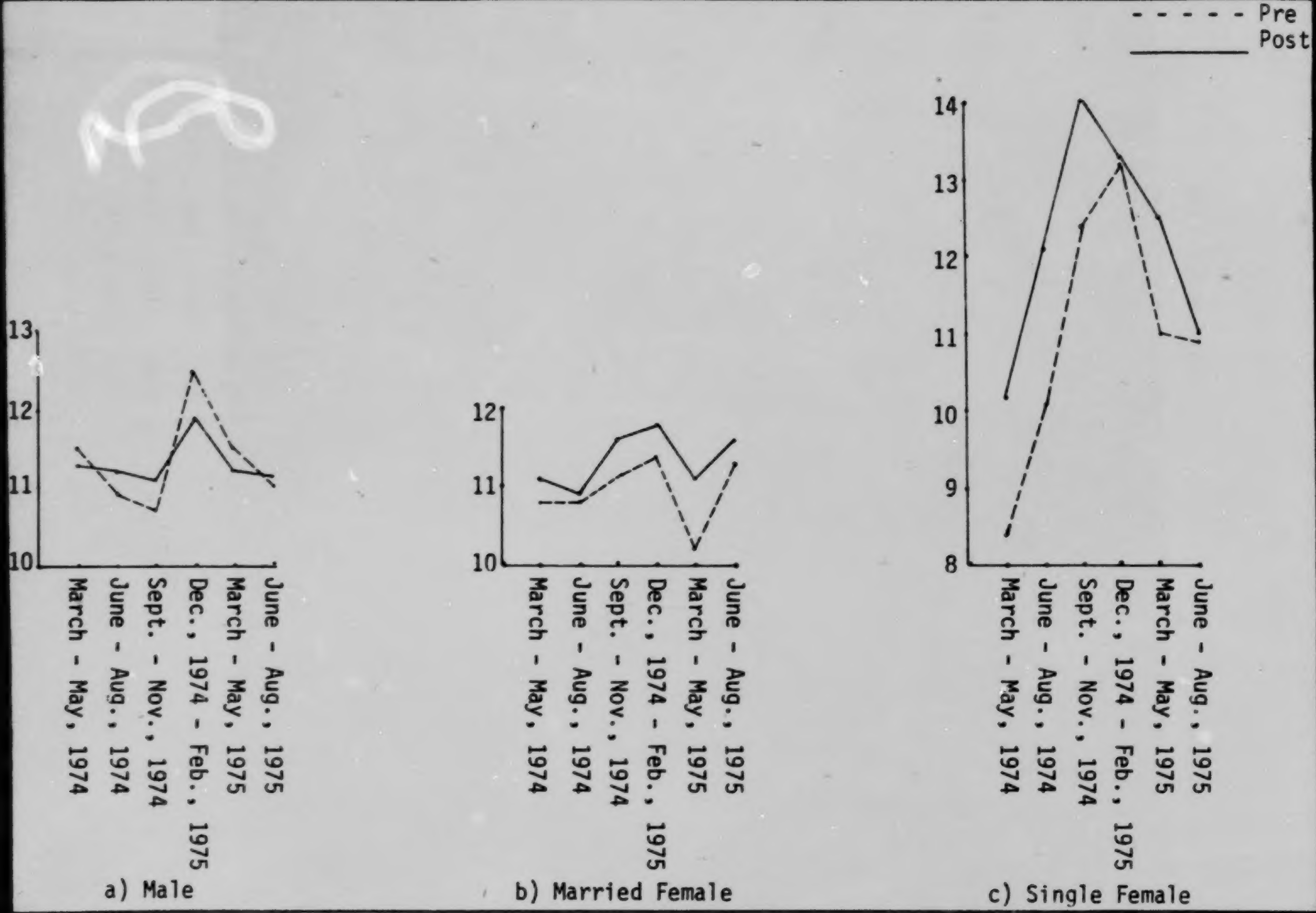
Existentiality: Sex by Program Period



a) Male b) Married Female c) Single Female

Figure III.17 (Corresponds Table III.49)

Feeling Reactivity: Sex by Program Period



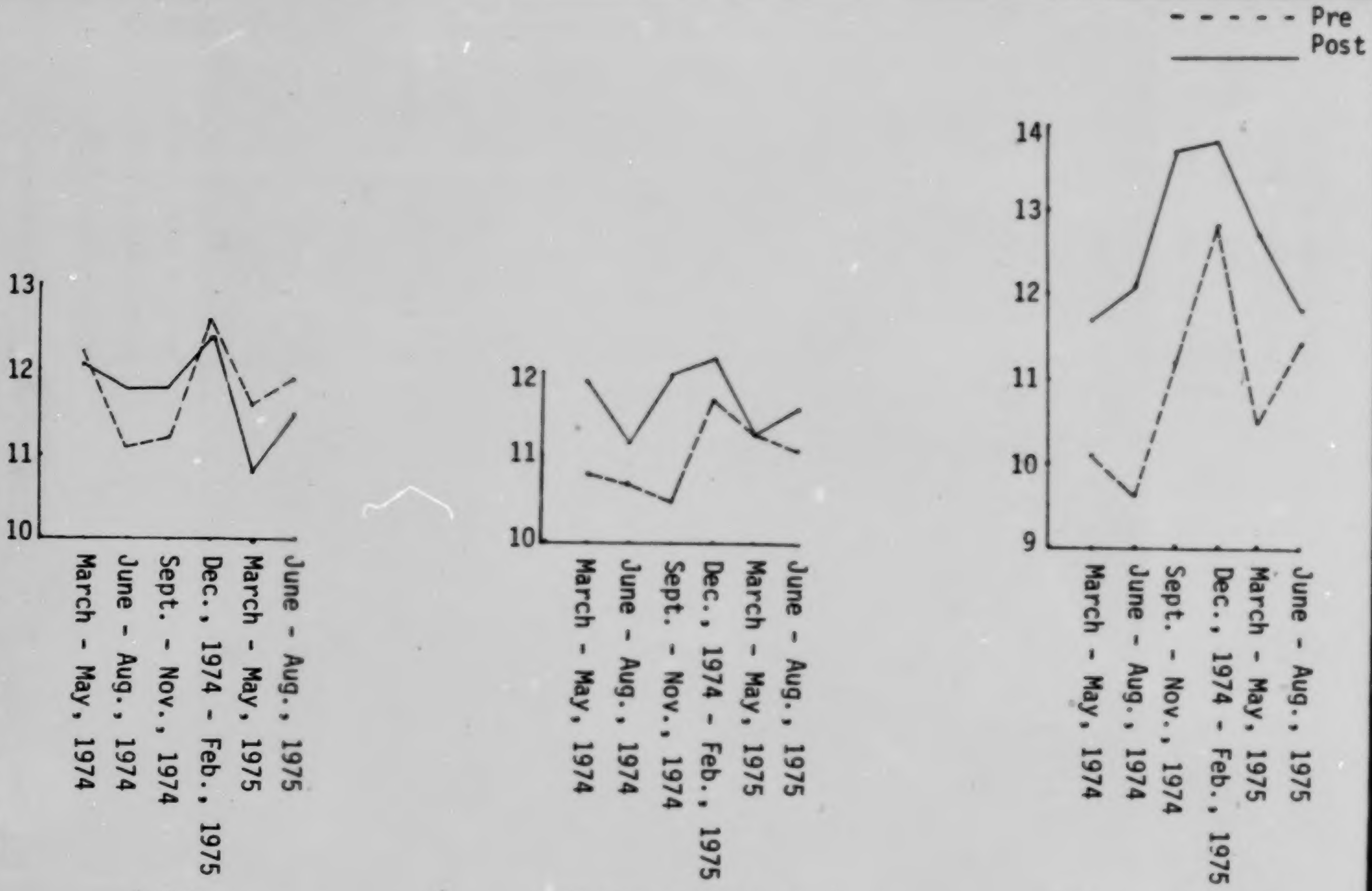
a) Male

b) Married Female

c) Single Female

Figure III.18 (Corresponds Table III.50)

Spontaneity: Sex by Program Period



a) Male b) Married Female c) Single Female

Figure III.19 (Corresponds Table III.51)

Self-Regard: Sex by Program Period

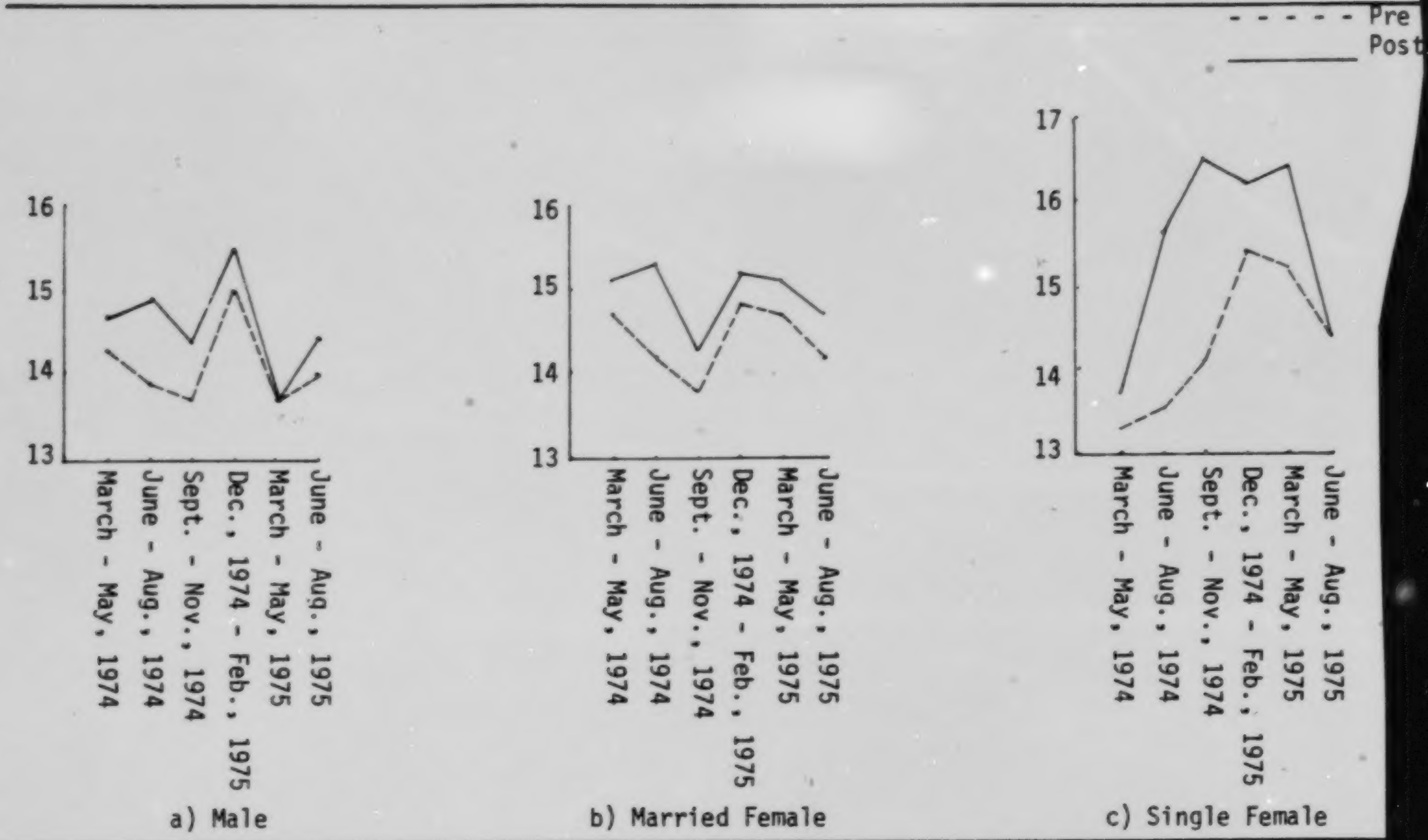


Figure III.20 (Corresponds Table III.52)

Self-Acceptance: Sex by Program Period

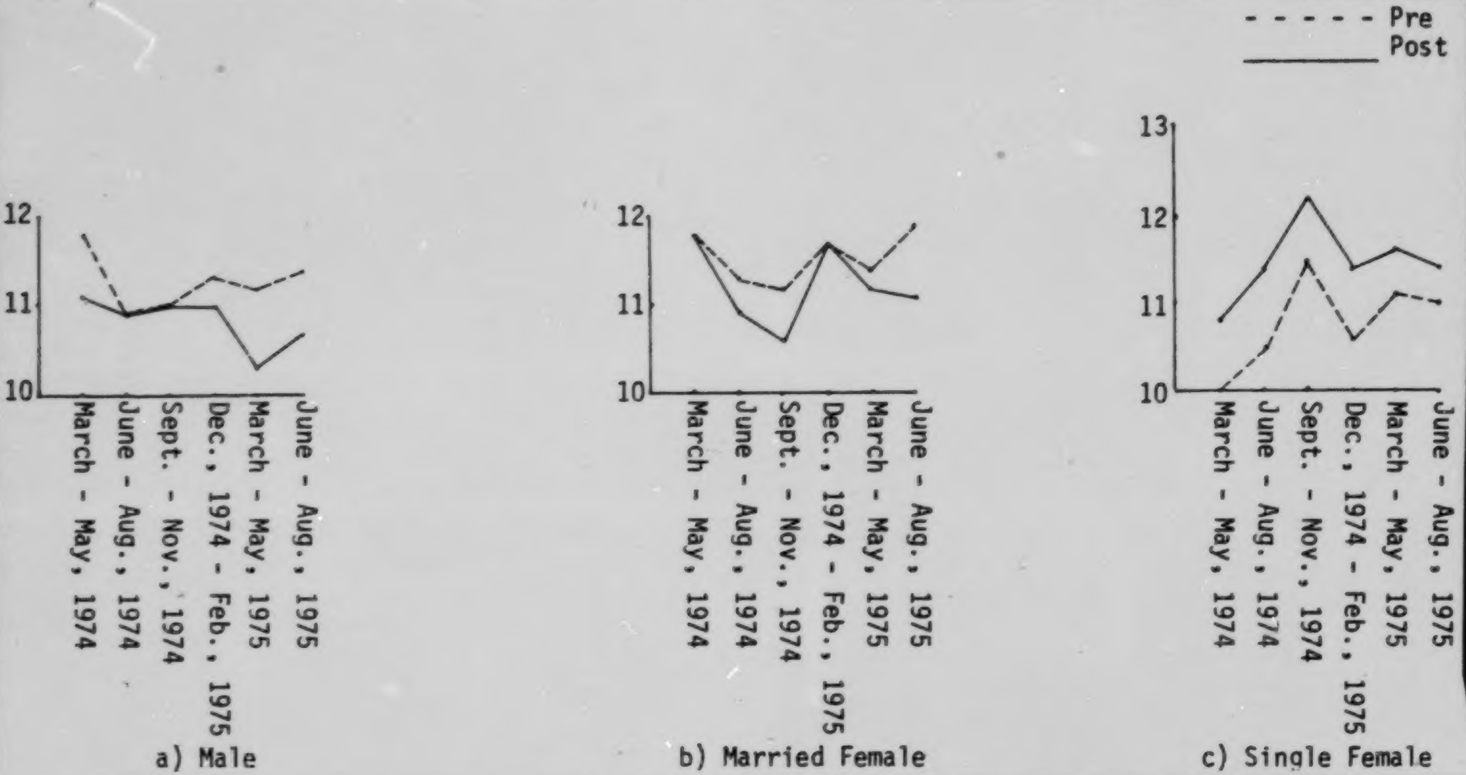
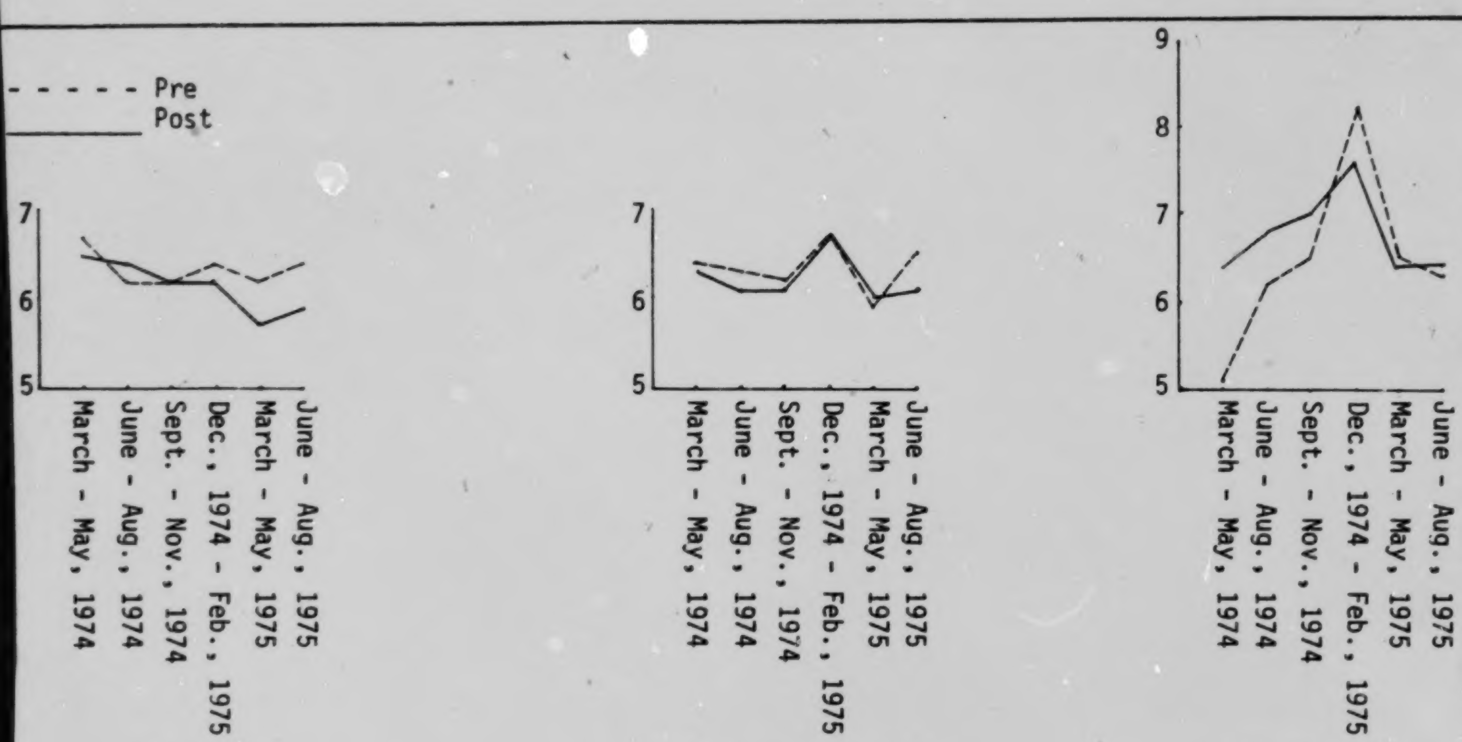


Figure III.21 (Corresponds Table III.53)

Nature of Man: Sex by Program Period



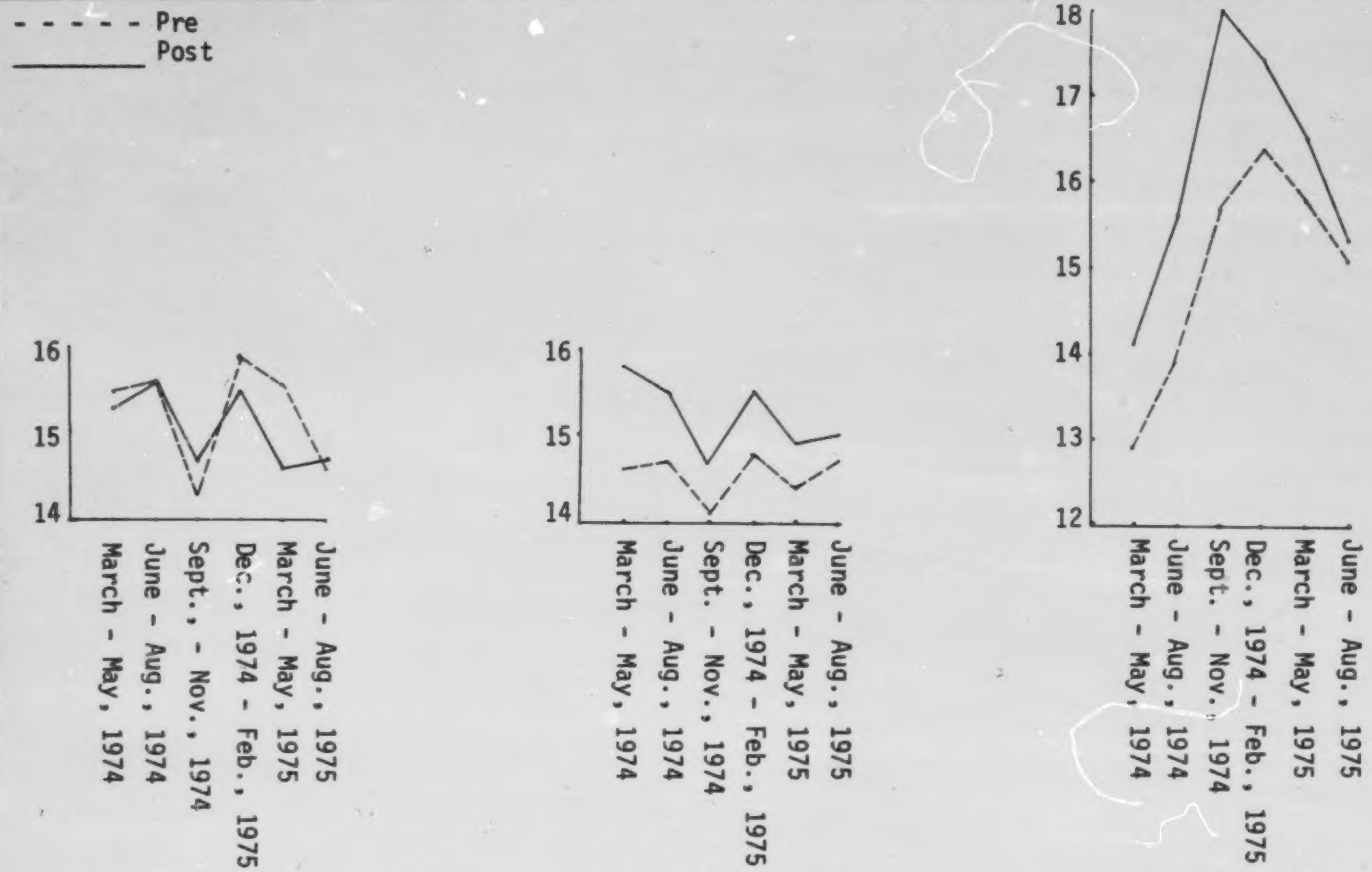
a) Male

b) Married Female

c) Single Female

Figure III.22 (Corresponds Table III.54)

Synergy: Sex by Program Period



a) Male b) Married Female c) Single Female

Figure III.23 (Corresponds Table III.55)

Acceptance of Aggression: Sex by Program Period

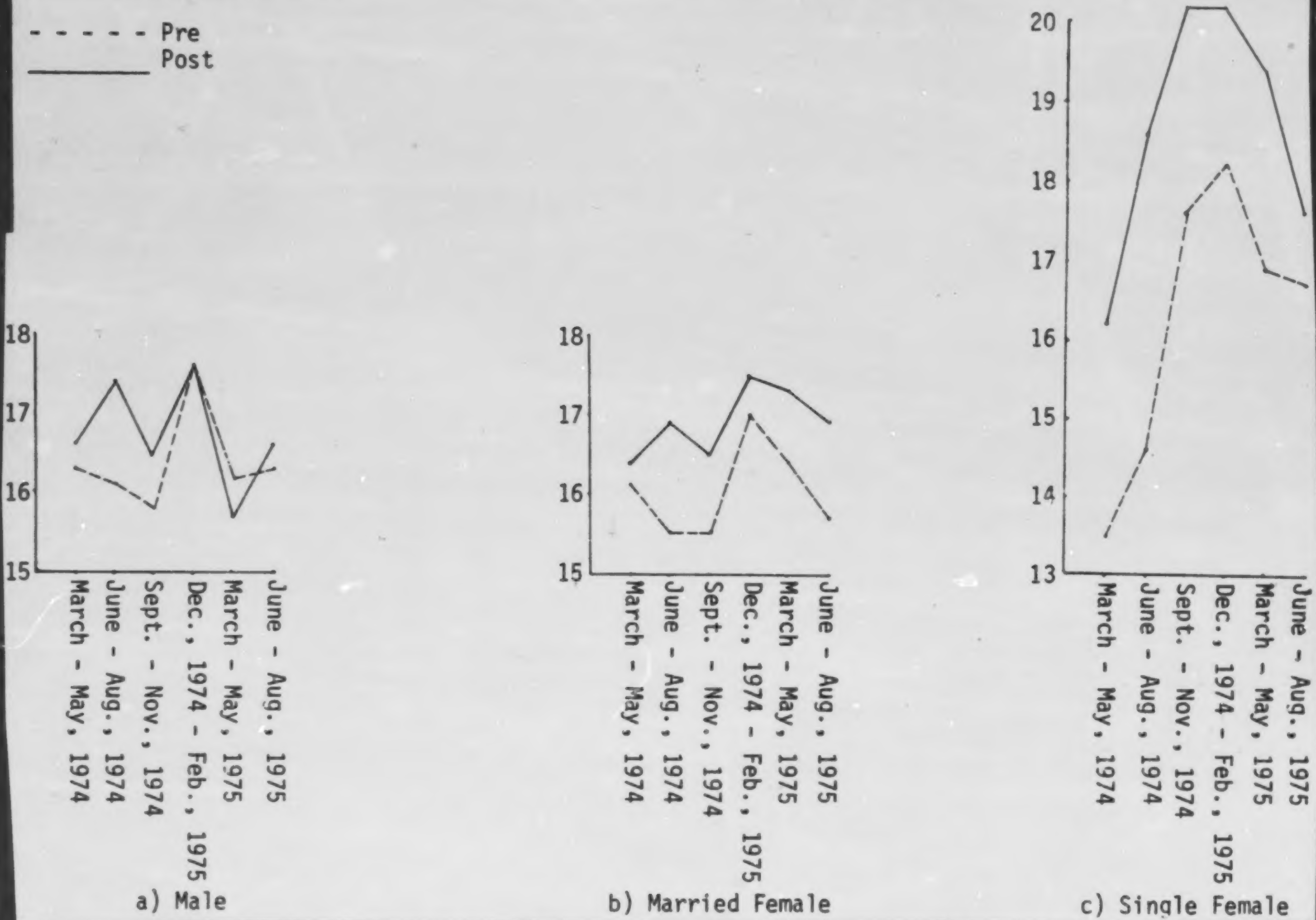


Figure III.24 (Corresponds Table III.56)

Capacity for Intimate Contact: Sex by Program Period

Table III.67

Time Competence: Sex/Marital Status by Age

			Age				
Group	Testing		< 21	21-25	26-30	31-35	> 35
Male	Pre	$\bar{X}$	14.5	15.2	15.1	15.4	14.1
		SD	3.24	3.36	3.28	3.85	3.34
	Post	$\bar{X}$	13.5	14.5	15.6	15.0	14.7
		SD	3.51	3.89	4.12	4.96	3.79
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	14.8	15.0	15.6	15.3	15.0
		SD	2.99	3.24	3.05	2.79	3.03
	Post	$\bar{X}$	14.9	15.0	16.5	15.8	15.9
		SD	3.53	4.12	3.32	3.19	2.67
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	14.6	14.6	14.3	15.1	15.5
		SD	2.65	3.77	3.07	3.28	4.72
	Post	$\bar{X}$	15.7	16.4	16.0	15.8	16.3
		SD	2.34	3.39	3.55	3.51	3.90
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,885.6	1	2,885.57	248.16	<.001
Sex & Marital Status	176.3	2	88.17	7.58	.001
Age	114.8	4	28.71	2.47	.043
Interaction	57.5	8	7.19	.62	.763
Covariate: Pretest	2,306.4	1	2,306.42	198.35	<.001
Error	11,139.7	958	11.63	---	---

Table III.68

Inner Directedness: Sex/Marital Status by Age

Group	Testing		Age <21	21-25	26-30	31-35	>35
Male	Pre	$\bar{X}$	77.8	78.3	77.1	76.7	78.0
		SD	8.87	9.88	11.55	11.98	9.39
	Post	$\bar{X}$	75.6	77.9	79.1	78.4	78.8
		SD	11.69	12.31	14.29	23.11	11.00
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	77.5	76.9	76.5	71.1	71.9
		SD	9.83	9.37	11.70	10.18	10.36
	Post	$\bar{X}$	77.8	78.7	83.7	76.7	79.7
		SD	13.60	15.23	11.25	12.59	9.83
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	80.2	75.7	74.1	74.3	74.2
		SD	10.33	12.75	11.88	10.61	16.87
	Post	$\bar{X}$	82.1	82.4	83.4	82.1	82.8
		SD	11.76	12.28	12.55	8.83	16.61
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	22,282.5	1	22,282.50	154.03	<.001
Sex & Marital Status	2,854.8	2	1,427.41	9.87	<.001
Age	2,118.9	4	529.73	3.66	.006
Interaction	394.7	8	49.34	.34	.950
Covariate: Pretest	35,286.5	1	35,286.50	243.92	<.001
Error	138,588.5	958	144.66	---	---

Table III.69

Self-Actualizing Value: Sex/Marital Status by Age

			Age				
Group	Testing		< 21	21-25	26-30	31-35	> 35
Male	Pre	$\bar{X}$	18.6	19.1	18.9	18.6	19.5
		SD	2.81	2.69	3.18	3.09	2.81
	Post	$\bar{X}$	17.9	18.2	18.8	18.6	18.9
		SD	3.88	3.60	4.01	5.74	3.86
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	18.7	18.5	18.5	18.3	17.1
		SD	3.15	2.83	3.26	2.97	2.90
	Post	$\bar{X}$	18.2	18.5	19.5	18.9	19.5
		SD	3.66	4.10	2.81	3.59	3.76
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	18.9	18.0	18.1	18.8	17.9
		SD	2.78	3.26	3.43	2.74	3.38
	Post	$\bar{X}$	19.1	19.6	20.2	19.3	19.6
		SD	3.28	3.57	2.84	2.94	3.40
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,093.3	1	3,093.30	243.48	<.001
Sex & Marital Status	158.5	2	79.25	6.24	.002
Age	130.0	4	32.50	2.56	.037
Interaction	36.2	8	4.53	.36	.943
Covariate: Pretest	1,451.2	1	1,451.19	114.22	<.001
Error	12,171.2	958	12.70	---	---

Table III.70

Existentiality: Sex/Marital Status by Age

			Age				
Group	Testing		< 21	21-25	26-30	31-35	> 35
Male	Pre	$\overline{X}$	18.7	18.6	18.3	17.5	17.1
		SD	4.13	4.27	4.46	4.62	4.02
	Post	$\overline{X}$	17.7	18.0	18.3	18.1	18.2
		SD	4.09	4.86	5.16	7.06	4.77
		N	98	165	93	33	42
Married Female	Pre	$\overline{X}$	18.6	17.9	18.2	15.5	16.9
		SD	4.25	4.55	4.65	4.35	3.79
	Post	$\overline{X}$	18.3	18.1	19.2	16.9	17.1
		SD	4.50	5.11	4.68	4.58	3.80
		N	170	132	64	32	18
Single Female	Pre	$\overline{X}$	18.8	18.1	17.7	17.8	17.7
		SD	4.72	4.65	4.64	4.15	5.39
	Post	$\overline{X}$	20.2	20.3	19.9	19.8	19.5
		SD	5.08	4.82	5.09	4.40	5.58
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	4,282.0	1	4,282.01	237.38	<.001
Sex & Marital Status	293.3	2	146.65	8.13	<.001
Age	39.2	4	9.81	.54	.704
Interaction	64.7	8	8.09	.45	.892
Covariate: Pretest	5,321.3	1	5,321.33	295.00	<.001
Error	17,280.7	958	18.04	---	---

Table III.71

Feeling Reactivity: Sex/Marital Status by Age

			Age				
Group	Testing		< 21	21-25	26-30	31-35	> 35
Male	Pre	$\bar{X}$	14.7	14.4	14.0	14.8	14.0
		SD	2.71	2.79	2.81	2.84	2.76
	Post	$\bar{X}$	13.6	14.5	14.5	15.0	13.7
		SD	3.46	3.11	3.22	4.54	2.54
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	14.2	14.3	14.3	12.9	13.0
		SD	3.06	2.73	2.64	3.20	2.91
	Post	$\bar{X}$	14.6	14.8	15.9	14.0	15.0
		SD	3.00	3.58	2.48	3.38	2.97
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	15.5	14.5	14.3	14.6	13.2
		SD	2.87	2.81	3.63	2.70	3.46
	Post	$\bar{X}$	15.5	15.7	16.2	16.1	15.2
		SD	3.62	2.89	3.24	2.77	3.56
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,342.2	1	3,342.21	363.91	$<.001$
Sex & Marital Status	200.0	2	100.01	10.89	$<.001$
Age	104.5	4	26.14	2.85	.023
Interaction	54.7	8	6.83	.74	.652
Covariate: Pretest	1,151.1	1	1,151.13	125.34	$<.001$
Error	8,798.4	958	9.18	---	---

Table III.72

Spontaneity: Sex/Marital Status by Age

			Age				
Group	Testing		< 21	21-25	26-30	31-35	>35
Male	Pre	$\bar{X}$	11.5	11.1	11.1	10.9	11.1
		SD	1.99	2.51	2.66	2.91	2.55
	Post	$\bar{X}$	10.8	11.2	11.8	11.3	11.3
		SD	2.57	2.58	2.61	3.57	2.22
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	10.9	11.0	10.9	9.8	10.1
		SD	2.44	2.09	2.70	2.38	2.27
	Post	$\bar{X}$	11.4	11.4	12.3	10.3	11.1
		SD	2.86	2.96	2.62	3.04	2.29
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	11.3	10.5	10.6	10.3	10.0
		SD	2.53	3.30	2.97	2.44	3.76
	Post	$\bar{X}$	11.8	12.2	12.0	11.9	11.2
		SD	2.72	2.70	2.77	2.08	3.59
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,070.4	1	2,070.45	331.55	<.001
Sex & Marital Status	55.5	2	27.73	4.44	.012
Age	64.1	4	16.01	2.56	.037
Interaction	43.9	8	5.49	.88	.533
Covariate: Pretest	1,248.9	1	1,248.87	199.99	<.001
Error	5,982.4	958	6.24	---	---

Table III.73

Self-Regard: Sex/Marital Status by Age

Group	Testing		Age				
			< 21	21-25	26-30	31-35	> 35
Male	Pre	$\bar{X}$	11.5	11.6	12.5	11.6	11.8
		SD	2.24	2.51	6.95	2.61	2.76
	Post	$\bar{X}$	11.0	11.5	12.2	11.9	12.2
		SD	2.89	2.72	3.04	3.75	2.48
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	11.0	11.1	10.5	10.7	10.1
		SD	2.45	2.51	3.21	2.76	2.36
	Post	$\bar{X}$	11.4	11.5	12.3	11.8	12.2
		SD	2.55	2.99	2.54	3.43	2.51
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	11.4	9.9	10.3	10.6	10.7
		SD	2.17	3.58	2.89	2.83	2.90
	Post	$\bar{X}$	12.1	11.7	12.8	12.3	12.6
		SD	2.72	2.69	1.93	2.18	2.99
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	7,022.9	1	7,022.91	951.78	<.001
Sex & Marital Status	49.7	2	24.85	3.37	.035
Age	99.4	4	24.84	3.37	.010
Interaction	11.5	8	1.44	.20	.992
Covariate: Pretest	419.0	1	419.04	56.79	<.001
Error	7,068.8	958	7.38	---	---

Table III.74

Self-Acceptance: Sex/Marital Status by Age

			Age				
Group	Testing		< 21	21-25	26-30	31-35	> 35
Male	Pre	$\bar{X}$	13.8	14.0	14.1	15.0	13.8
		SD	3.43	3.10	3.83	2.94	3.79
	Post	$\bar{X}$	13.7	14.5	14.8	15.1	15.5
		SD	3.32	3.47	3.61	4.87	3.77
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	14.4	14.3	14.7	13.7	13.3
		SD	3.26	3.21	3.23	3.39	4.01
	Post	$\bar{X}$	14.8	14.9	16.1	14.8	14.8
		SD	3.43	4.02	3.51	3.22	3.32
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	15.3	14.1	13.6	12.9	14.5
		SD	3.61	3.76	3.04	3.69	3.80
	Post	$\bar{X}$	15.0	15.6	14.7	14.9	16.3
		SD	2.61	3.60	3.77	2.42	4.31
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,645.8	1	3,645.78	344.41	<.001
Sex & Marital Status	40.1	2	20.07	1.90	.151
Age	96.9	4	24.23	2.29	.058
Interaction	63.2	8	7.90	.75	.651
Covariate: Pretest	2,286.8	1	2,286.83	216.03	<.001
Error	10,141.0	958	10.59	---	---

Table III.75

Nature of Man, Constructive: Sex/Marital Status by Age

			Age				
Group	**Testing**		< 21	21-25	26-30	31-35	> 35
Male	Pre	$\bar{X}$	11.1	11.2	11.1	10.7	11.3
		SD	1.91	2.09	2.01	2.19	1.95
	Post	$\bar{X}$	10.6	10.5	11.0	10.4	11.4
		SD	2.20	2.31	2.60	3.44	2.19
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	11.6	11.5	11.1	10.8	10.6
		SD	1.97	1.88	2.06	1.91	1.85
	Post	$\bar{X}$	11.2	11.0	11.6	11.4	11.4
		SD	2.42	2.55	1.81	2.42	2.15
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	11.0	10.8	10.5	10.0	11.1
		SD	1.60	2.21	2.14	2.34	1.98
	Post	$\bar{X}$	10.8	11.4	11.6	11.3	11.2
		SD	2.59	2.15	1.62	2.18	1.42
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,692.8	1	1,692.78	328.11	<.001
Sex & Marital Status	53.0	2	26.48	5.13	.006
Age	42.8	4	10.70	2.07	.082
Interaction	21.6	8	2.70	.52	.840
Covariate: Pretest	427.1	1	427.10	82.78	<.001
Error	4,942.5	958	5.16	---	---

Table III.76

Synergy: Sex/Marital Status by Age

			Age				
Group	Testing		< 21	21-25	26-30	31-35	> 35
Male	Pre	$\bar{X}$	6.22	6.21	6.47	6.21	6.02
		SD	1.34	1.35	1.34	1.39	1.47
	Post	$\bar{X}$	6.04	5.99	6.35	6.12	6.23
		SD	1.94	1.77	1.51	2.43	1.61
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	6.37	6.13	6.28	6.09	5.94
		SD	1.30	1.27	1.39	1.30	1.35
	Post	$\bar{X}$	6.18	6.17	6.59	6.22	6.22
		SD	1.58	1.87	1.34	1.41	1.11
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	6.32	6.05	6.06	6.56	6.61
		SD	1.59	1.46	1.46	1.55	1.56
	Post	$\bar{X}$	6.45	6.60	6.58	6.63	6.85
		SD	1.82	1.59	1.17	1.59	1.14
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	616.3	1	616.26	241.07	<.001
Sex & Marital Status	15.1	2	7.57	2.96	.052
Age	8.0	4	1.99	.78	.540
Interaction	3.9	8	.48	.19	.993
Covariate: Pretest	284.8	1	284.77	111.40	<.001
Error	2,449.0	958	2.56	---	---

Table III.77

Acceptance of Aggression: Sex/Marital Status by Age

Group	Testing		Age				
			< 21	21-25	26-30	31-35	> 35
Male	Pre	$\bar{X}$	15.0	15.2	15.0	16.0	14.9
		SD	2.73	3.14	3.17	3.40	3.44
	Post	$\bar{X}$	14.7	14.9	15.2	15.3	14.8
		SD	3.18	3.07	3.46	5.81	2.93
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	14.5	14.6	14.6	12.8	13.4
		SD	3.03	2.96	2.80	3.09	3.03
	Post	$\bar{X}$	15.1	15.2	16.4	14.0	15.8
		SD	3.07	3.79	2.80	3.31	2.49
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	15.2	14.4	14.2	15.7	14.5
		SD	2.74	2.81	3.32	3.30	3.36
	Post	$\bar{X}$	15.6	15.7	15.8	17.3	15.8
		SD	3.42	3.00	3.42	2.65	4.69
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,455.9	1	3,455.92	355.08	<.001
Sex & Marital Status	159.6	2	79.81	8.20	<.001
Age	55.4	4	13.86	1.42	.224
Interaction	59.5	8	7.44	.76	.634
Covariate: Pretest	1,510.9	1	1,510.85	155.24	<.001
Error	9,323.9	958	9.73	---	---

Table III.78

Capacity of Intimate Contact: Sex/Marital Status by Age

			Age				
Group	Testing		< 21	21-25	26-30	31-35	> 35
Male	Pre	$\bar{X}$	15.9	16.7	15.9	15.9	16.3
		SD	3.40	3.50	3.63	3.98	2.97
	Post	$\bar{X}$	15.8	16.8	16.1	17.3	16.5
		SD	3.94	3.89	4.06	6.06	3.71
		N	98	165	93	33	42
Married Female	Pre	$\bar{X}$	15.6	15.7	15.8	14.6	16.2
		SD	2.66	3.71	3.90	3.50	3.62
	Post	$\bar{X}$	16.4	16.8	18.2	16.2	17.7
		SD	3.94	4.11	4.16	3.75	3.97
		N	170	132	64	32	18
Single Female	Pre	$\bar{X}$	17.2	15.5	16.0	16.1	14.8
		SD	3.52	3.47	3.59	3.89	4.85
	Post	$\bar{X}$	18.0	18.1	18.3	19.7	18.2
		SD	4.83	3.40	3.51	2.77	4.69
		N	22	43	33	16	13

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	4,646.5	1	4,646.49	342.68	<.001
Sex & Marital Status	271.3	2	135.64	10.00	<.001
Age	158.2	4	39.55	2.92	.021
Interaction	74.0	8	9.25	.68	.708
Covariate: Pretest	2,641.3	1	2,641.29	194.79	<.001
Error	12,989.9	958	13.56	---	---

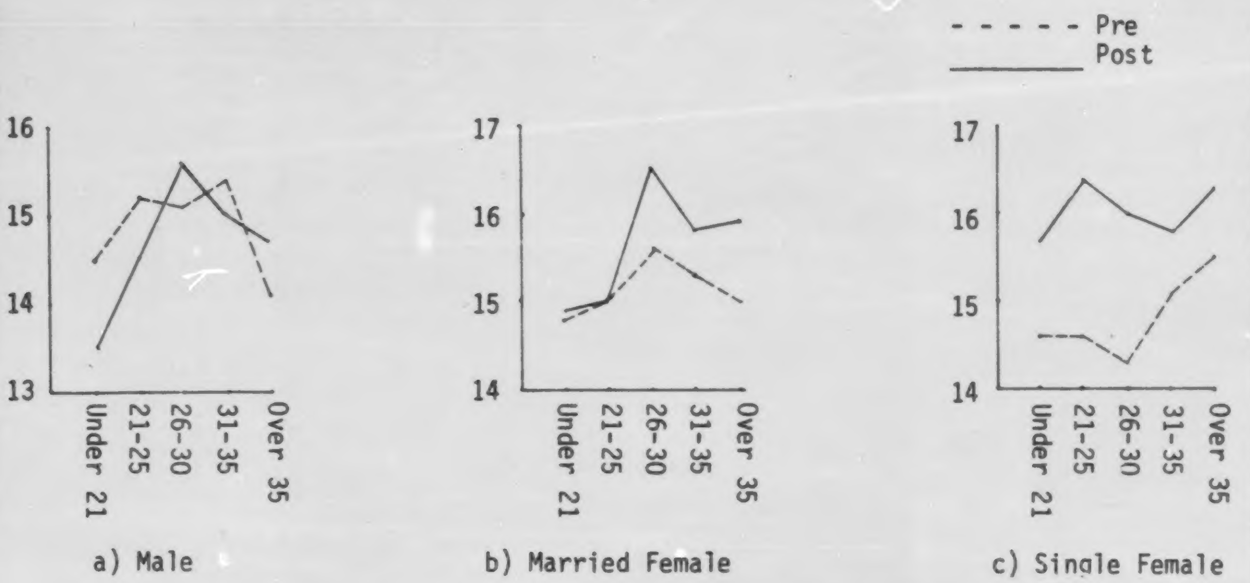


Figure III.25 (Corresponds Table III.57)

Time Competence: Sex by Age

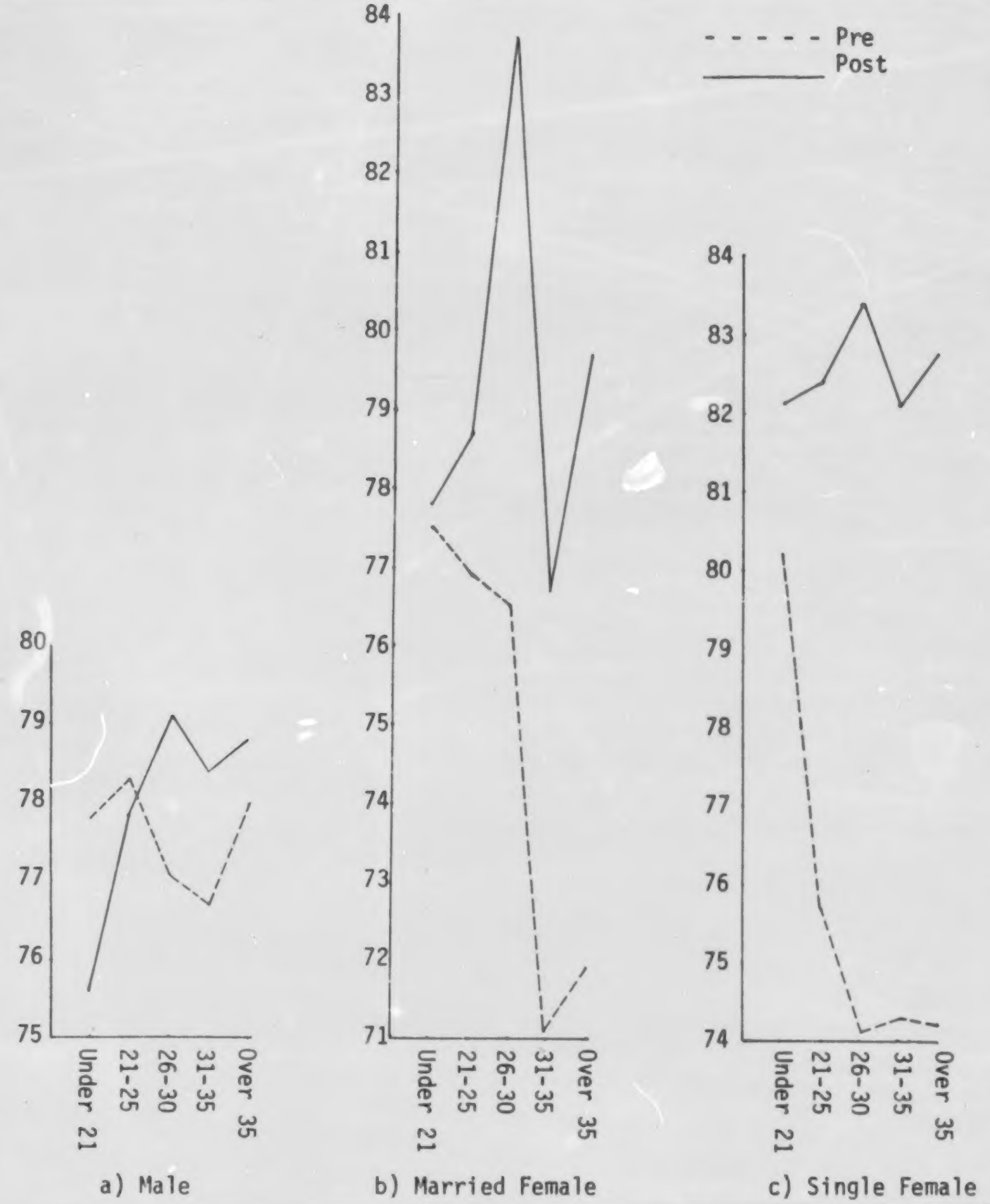


Figure III.26 (Corresponds Table III.58)

Inner Directedness: Sex by Age

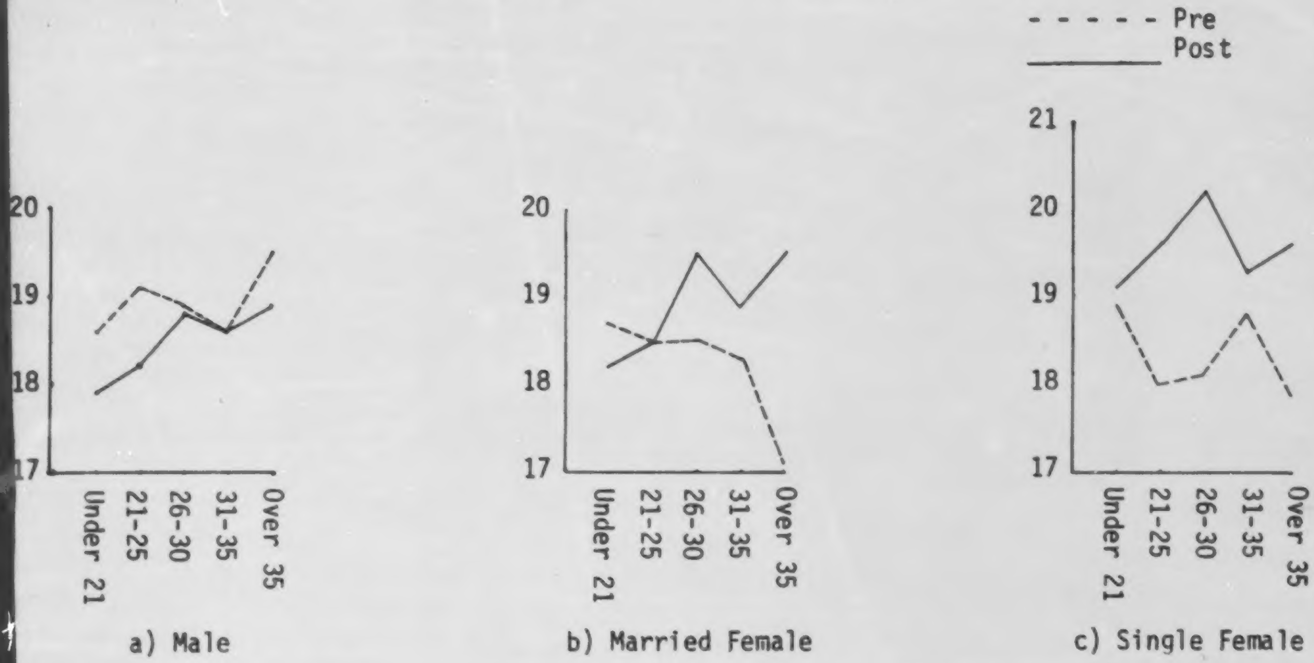
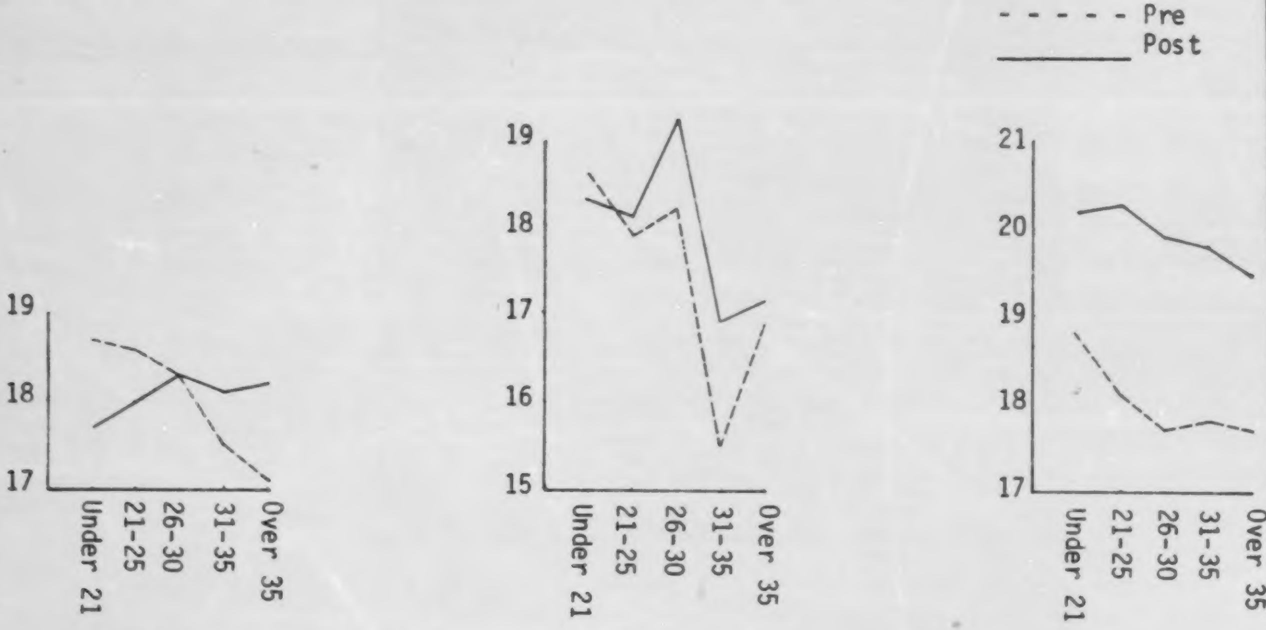


Figure III.27 (Corresponds Table III.59)

Self-Actualizing Value: Sex by Age



a) Male

b) Married Female

c) Single Female

Figure III.28 (Corresponds Table III.60)

Existentiality: Sex by Age

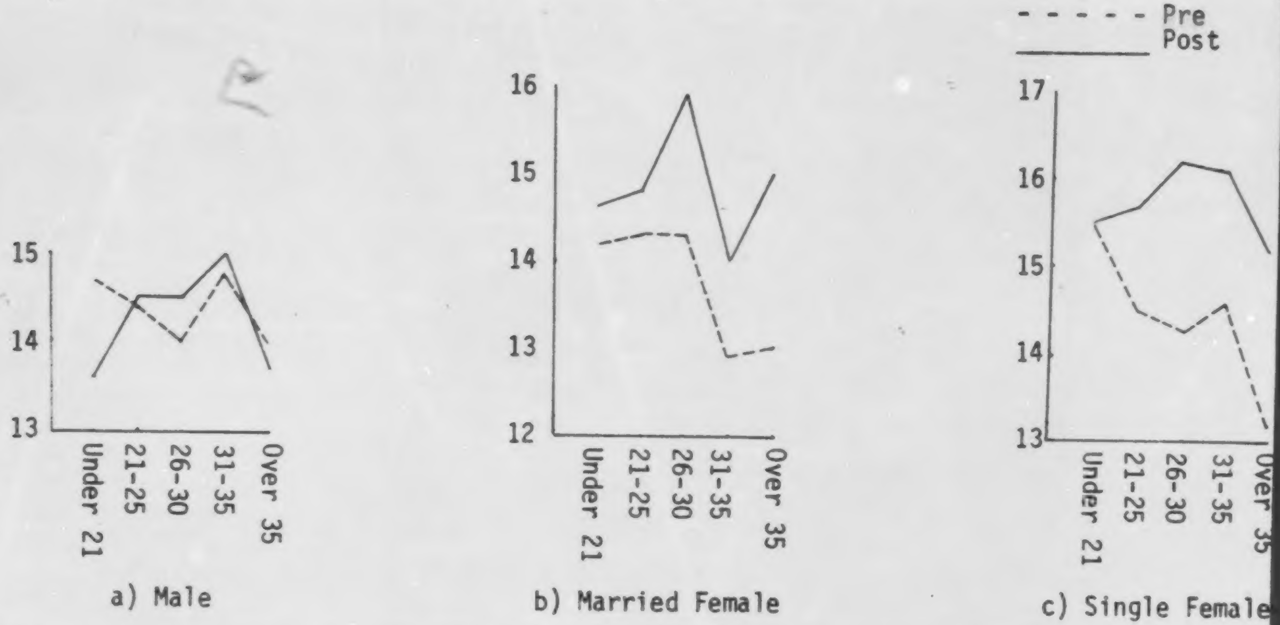


Figure III.29 (Corresponds Table III.61)

Feeling Reactivity: Sex by Age

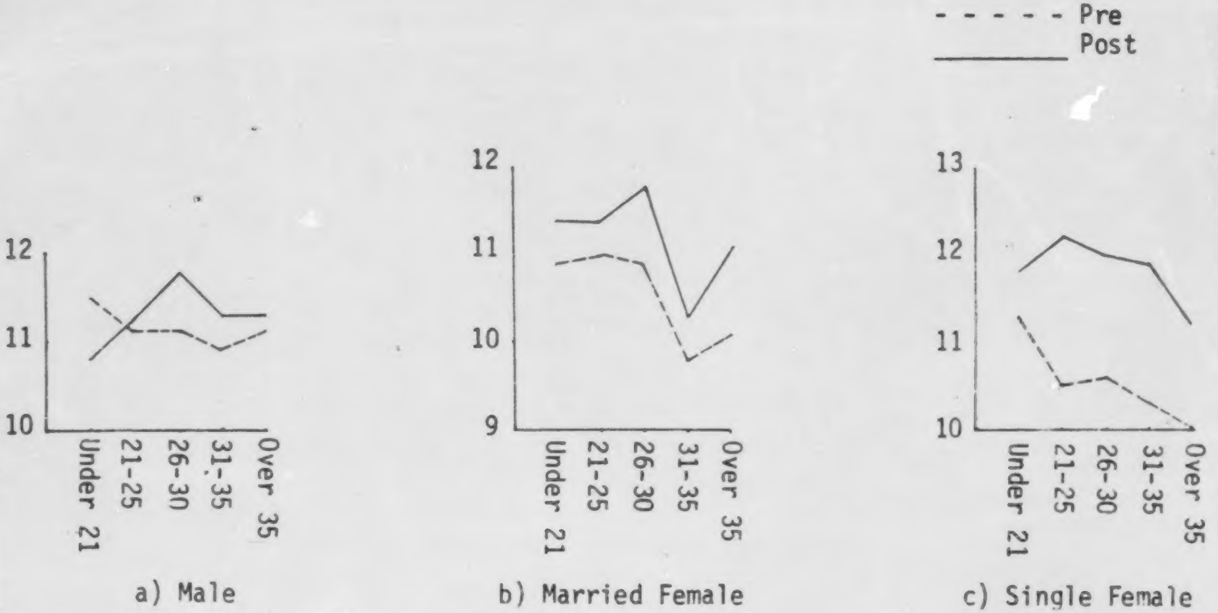


Figure III.30 (Corresponds Table III.62)

Spontaneity: Sex by Age

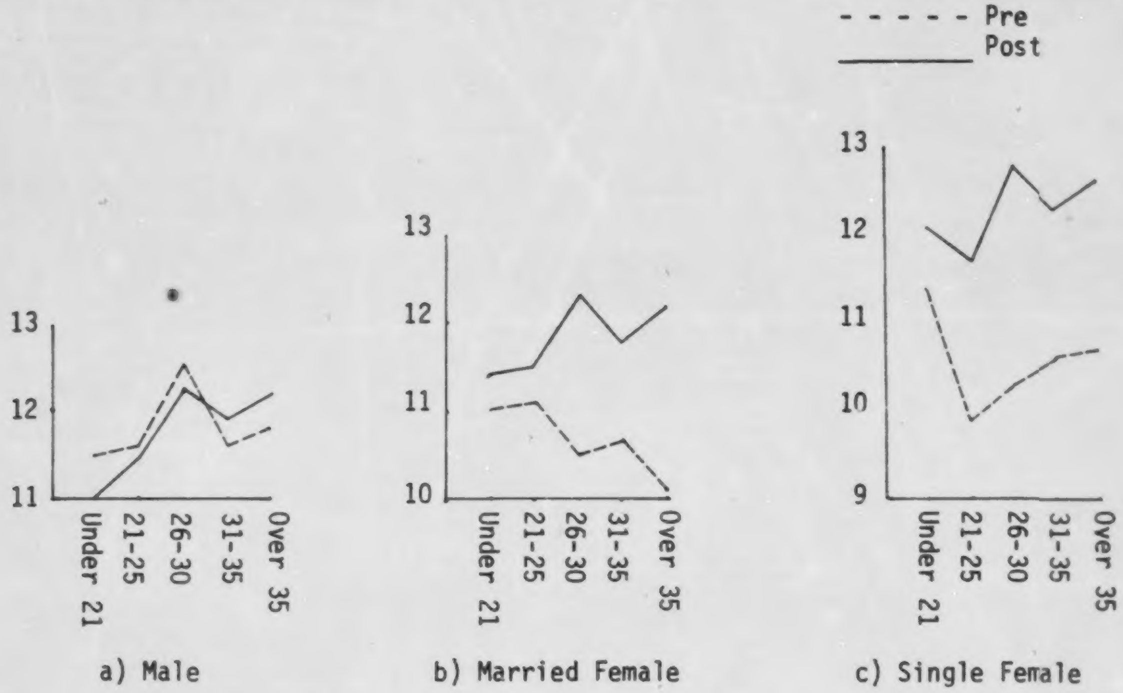
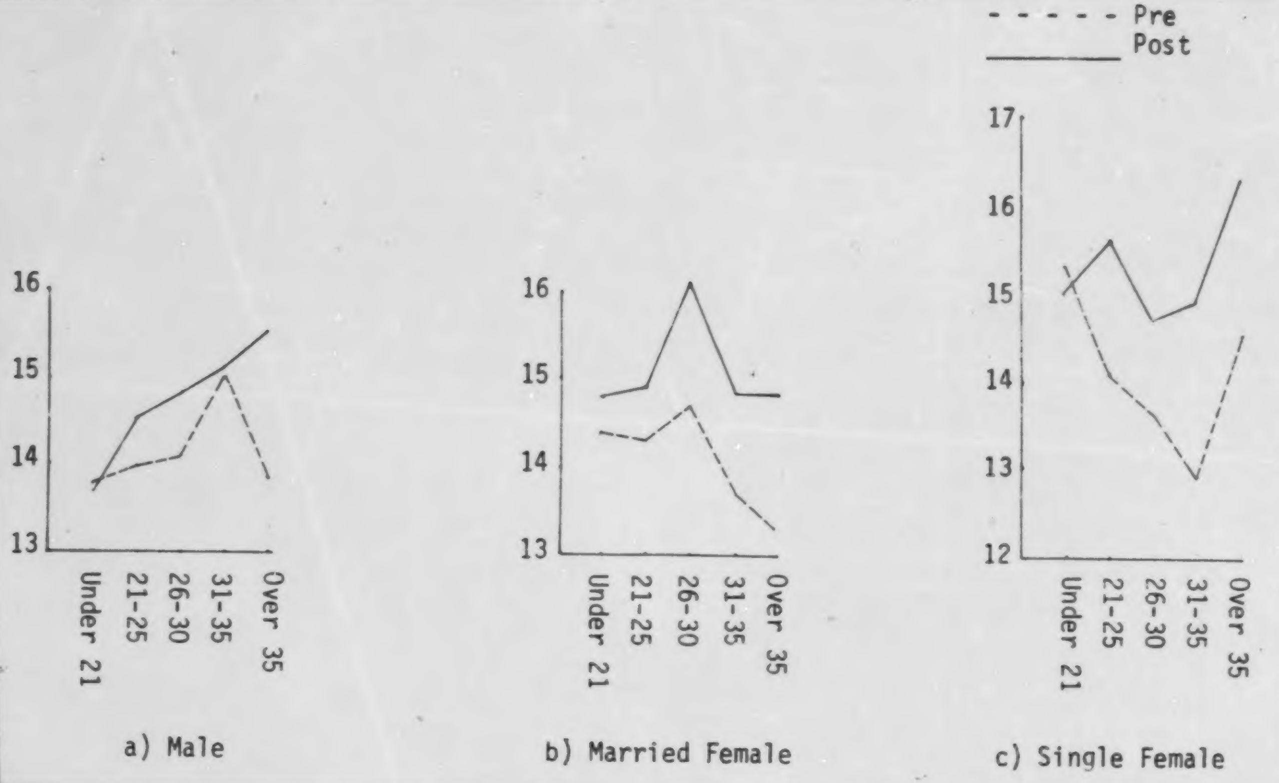


Figure III.31 (Corresponds Table III.63)

Self-Regard: Sex by Age



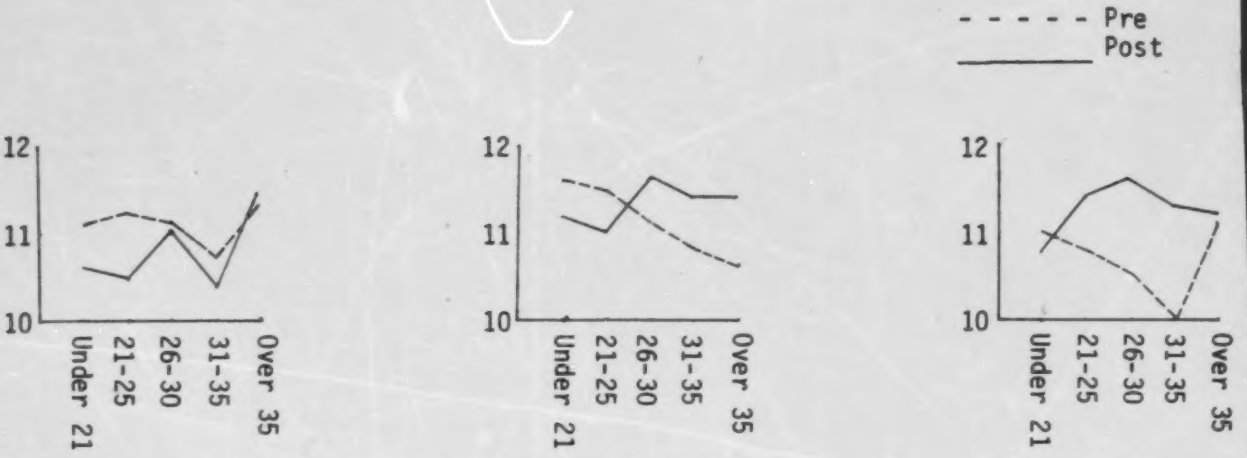
a) Male

b) Married Female

c) Single Female

Figure III.32 (Corresponds Table III.64)

Self-Acceptance: Sex by Age



a) Male

b) Married Female

c) Single Female

Figure III.33 (Corresponds Table III.65)

Nature of Man: Sex by Age

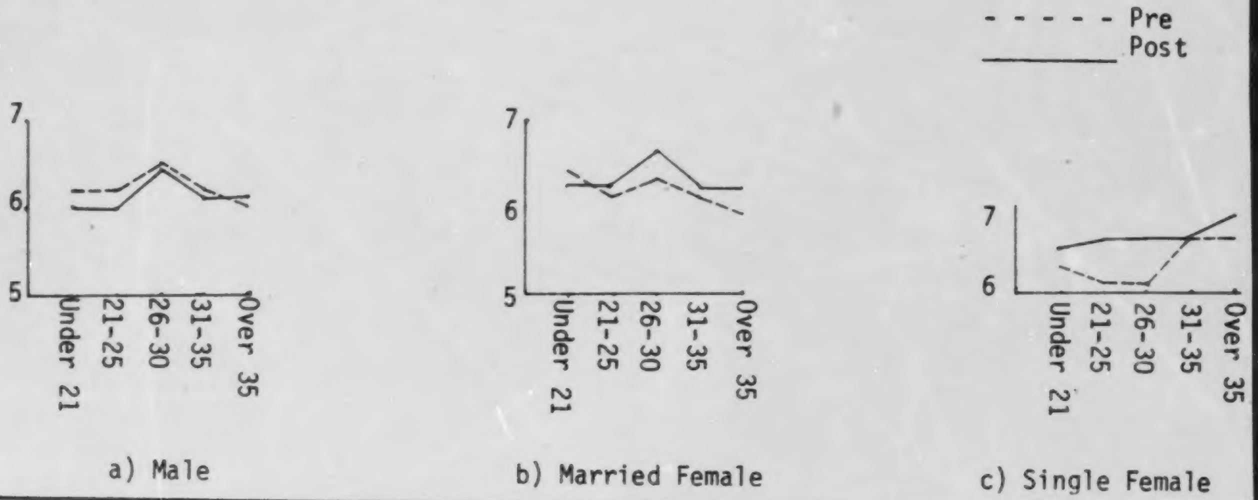


Figure III.34 (Corresponds Table III.66)

Synergy: Sex by Age

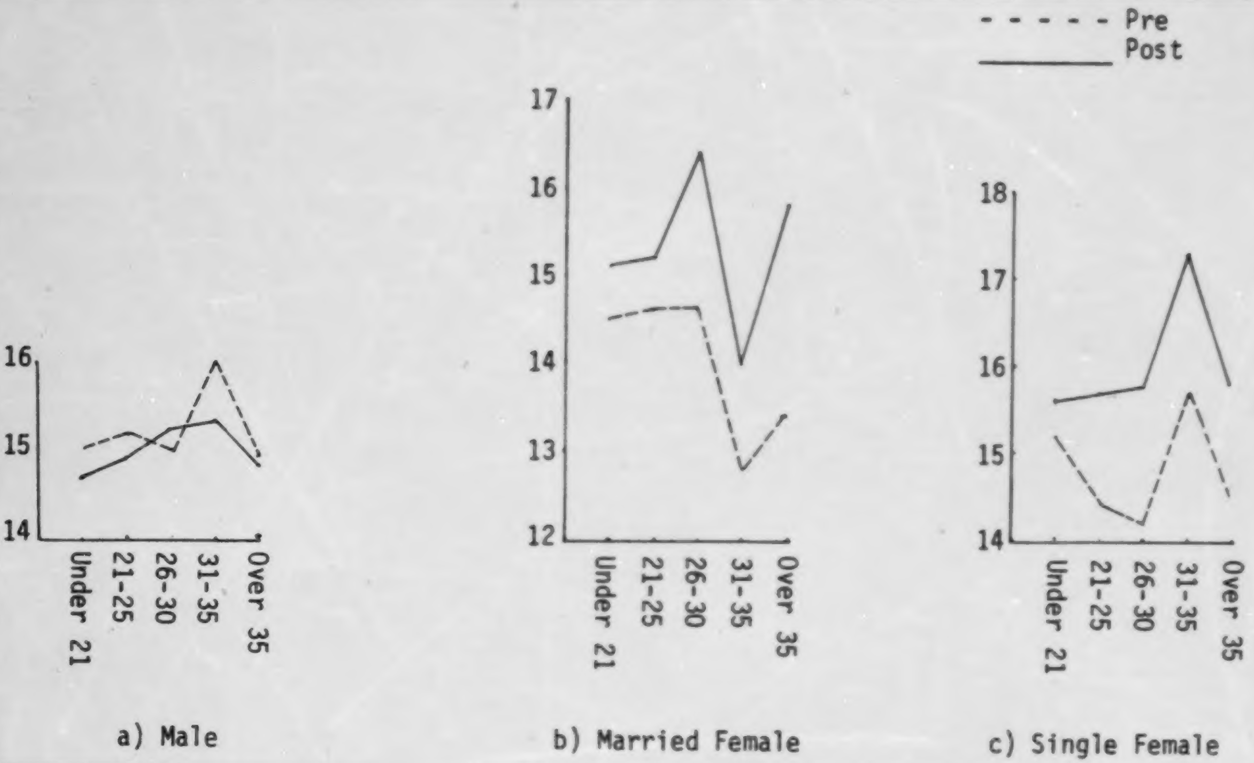


Figure III.35 (Corresponds Table III.67)

Acceptance of Aggression: Sex by Age

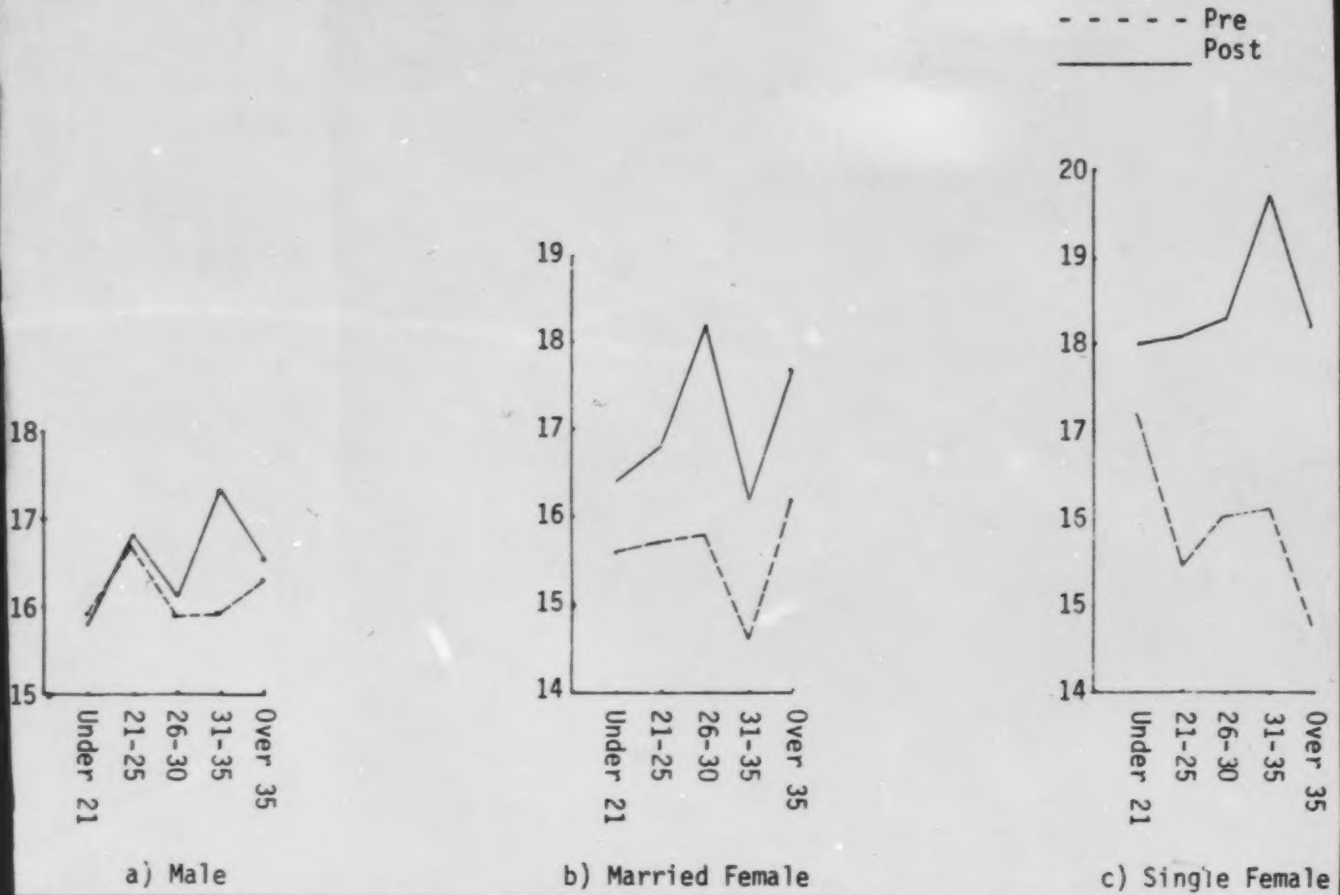


Figure III.36 (Corresponds Table III.68)

Capacity for Intimate Contact: Sex by Age

Table III.79

Time Competence: Ethnic Group by Program Period

Group	Testing	Program Period 3	4	5	6	7	8
White	Pre $\bar{X}$	15.49	14.80	15.31	16.03	15.31	15.46
	SD	2.68	3.43	3.21	2.77	3.06	3.10
	Post $\bar{X}$	15.43	15.34	15.28	16.01	14.84	15.08
	SD	3.35	3.93	3.95	3.91	3.79	3.59
	N	90	166	74	91	85	117
Minority	Pre $\bar{X}$	14.36	13.53	12.40	15.25	14.77	13.65
	SD	2.16	2.95	4.15	1.76	2.74	4.00
	Post $\bar{X}$	13.64	14.80	14.27	14.33	14.45	12.24
	SD	3.26	3.63	3.43	3.55	2.92	5.71
	N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,763.91	1	1,763.91	143.47	$<.001$
Ethnic Group	39.39	1	39.39	3.20	.074
Program Period	92.03	5	18.41	1.50	.189
Interaction	58.89	5	11.78	.96	.443
Covariate: Pretest	1,436.83	1	1,436.83	116.87	$<.001$
Error	8,630.61	702	12.29		

Table III.80

Inner Directedness: Ethnic Group by Program Period

Group	Testing		Program Period 3	4	5	6	7	8
White	Pre	$\overline{X}$	78.34	76.40	77.70	81.64	77.60	77.79
		SD	10.51	10.78	10.89	10.26	9.73	11.92
	Post	$\overline{X}$	79.47	80.30	79.55	82.47	77.99	79.85
		SD	10.13	13.46	15.85	12.24	14.33	12.77
		N	90	166	74	91	85	117
Minority	Pre	$\overline{X}$	71.09	72.07	73.00	78.25	76.55	73.47
		SD	7.29	9.98	10.61	5.56	8.73	7.57
	Post	$\overline{X}$	69.64	76.93	74.80	81.25	76.27	66.47
		SD	10.26	14.20	11.76	15.49	9.33	26.82
		N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	18,554.19	1	18,554.19	120.35	$<.001$
Ethnic Group	950.56	1	950.56	6.17	.013
Program Period	1,627.31	5	325.46	2.11	.062
Interaction	1,295.31	5	259.06	1.68	.137
Covariate: Pretest	20,541.72	1	20,541.72	133.24	$<.001$
Error	108,229.81	702	154.17		

Table III.81

Self-Actualizing Value: Ethnic Group by Program Period

Group	Testing		Program Period 3	4	5	6	7	8
White	Pre	$\bar{X}$	18.92	18.49	18.70	19.47	18.80	19.26
		SD	2.95	2.92	2.93	2.64	3.44	2.94
	Post	$\bar{X}$	19.17	18.77	18.80	19.63	18.24	18.65
		SD	2.88	3.74	4.02	3.15	4.08	4.06
		N	90	166	74	91	85	117
Minority	Pre	$\bar{X}$	17.55	18.40	19.00	19.33	18.45	18.65
		SD	2.42	2.50	3.00	2.42	2.94	2.50
	Post	$\bar{X}$	17.55	18.20	18.20	19.92	17.32	15.76
		SD	3.93	4.80	3.30	4.06	3.75	7.02
		N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,118.65	1	2,118.65	156.59	$<.001$
Ethnic Group	62.84	1	62.84	4.64	.031
Program Period	168.68	5	33.74	2.49	.030
Interaction	64.77	5	12.95	.96	.443
Covariate: Pretest	830.50	1	830.50	61.38	$<.001$
Error	9,497.98	702	13.53		

Table III.82

Existentiality: Ethnic Group by Program Period

		Program Period					
Group	Testing	3	4	5	6	7	8
White	Pre $\bar{X}$	18.24	18.32	18.74	20.24	18.13	18.15
	SD	4.49	4.22	4.50	4.32	4.40	4.60
	Post $\bar{X}$	18.04	19.03	19.03	19.82	17.95	18.34
	SD	4.34	4.93	4.84	4.73	4.57	4.62
	N	90	166	74	91	85	117
Minority	Pre $\bar{X}$	16.55	15.87	15.93	18.33	17.41	17.88
	SD	3.50	3.56	4.42	3.11	4.07	3.41
	Post $\bar{X}$	14.55	17.40	16.73	18.92	16.77	15.47
	SD	3.14	3.27	4.70	5.25	3.93	7.07
	N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,769.36	1	2,769.36	158.34	< .001
Ethnic Group	114.40	1	114.40	6.54	.011
Program Period	197.72	5	39.54	2.26	.047
Interaction	84.58	5	16.92	.97	.437
Covariate: Pretest	3,335.18	1	3,335.18	190.69	< .001
Error	12,278.01	702	17.49		

Table III.83

Feeling Reactivity: Ethnic Group by Program Period

Group	Testing	Program Period 3	4	5	6	7	8
White	Pre $\bar{X}$	14.56	14.31	13.97	14.93	14.62	14.30
	SD	2.58	2.88	2.74	2.97	2.82	3.34
	Post $\bar{X}$	14.50	15.05	14.93	15.43	14.58	15.02
	SD	2.90	3.01	3.16	2.97	3.66	3.37
	N	90	166	74	91	85	117
Minority	Pre $\bar{X}$	12.18	13.67	12.73	14.83	14.32	14.35
	SD	3.49	2.32	3.20	2.25	2.38	2.03
	Post $\bar{X}$	12.73	14.13	14.13	14.00	14.59	13.24
	SD	2.72	4.32	3.89	3.59	1.65	5.77
	N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	2,397.96	1	2,397.96	248.38	$<.001$
Ethnic Group	53.82	1	53.82	5.57	.018
Program Period	29.31	5	5.86	.61	.694
Interaction	36.13	5	7.23	.75	.587
Covariate: Pretest	717.72	1	717.72	74.34	$<.001$
Error	6,777.49	702	9.65		

Table III.84

Spontaneity: Ethnic Group by Program Period

Group	Testing	Program Period					
		3	4	5	6	7	8
White	Pre $\bar{X}$	10.94	10.75	11.30	12.04	11.07	11.01
	SD	2.73	2.56	2.52	2.29	2.13	2.83
	Post $\bar{X}$	11.37	11.27	12.09	11.91	11.55	11.50
	SD	2.51	2.70	2.60	2.64	2.63	2.99
	N	90	166	74	91	85	117
Minority	Pre $\bar{X}$	9.73	10.20	10.27	12.00	10.23	11.41
	SD	.90	2.14	3.01	1.41	2.18	2.74
	Post $\bar{X}$	8.73	11.20	10.13	12.25	10.41	9.71
	SD	2.65	2.98	2.20	3.44	2.58	4.37
	N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	1,202.69	1	1,202.69	190.99	<.001
Ethnic Group	70.10	1	70.10	11.13	.001
Program Period	61.85	5	12.37	1.96	.082
Interaction	68.35	5	13.67	2.17	.056
Covariate: Pretest	924.09	1	924.09	146.75	<.001
Error	4,420.58	702	6.30		

Table III.85

Self-Regard: Ethnic Group by Program Period

		Program Period					
Group	Testing	3	4	5	6	7	8
White n	Pre $\bar{X}$	11.40	10.67	10.95	12.12	11.25	11.38
	SD	2.93	2.74	2.76	2.10	2.56	2.74
	Post $\bar{X}$	12.00	11.60	12.14	12.32	11.20	11.92
	SD	2.52	2.93	2.55	2.77	2.80	2.69
	N	90	166	74	91	85	117
Minority	Pre $\bar{X}$	10.73	10.33	10.73	12.67	11.77	11.35
	SD	2.49	3.22	2.63	1.15	2.41	2.60
	Post $\bar{X}$	11.73	11.80	12.00	12.83	11.55	9.41
	SD	3.00	3.05	2.54	2.79	2.70	4.69
	N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,382.35	1	2,382.35	327.70	$<$.001
Ethnic Group	6.90	1	6.90	.95	.330
Program Period	105.99	5	21.20	2.92	.013
Interaction	86.68	5	17.34	2.38	.037
Covariate: Pretest	442.00	1	442.00	60.80	$<$.001
Error	5,103.45	702	7.27		

Table III.86

Self-Acceptance: Ethnic Group by Program Period

		Program Period					
Group	Testing	3	4	5	6	7	8
White	Pre $\bar{X}$	14.44	14.05	14.22	15.04	14.33	14.36
	SD	3.09	3.43	3.66	3.59	3.54	3.50
	Post $\bar{X}$	14.96	15.28	14.92	15.48	15.00	14.81
	SD	3.45	3.53	3.56	3.71	3.49	3.02
	N	90	166	74	91	85	117
Minority	Pre $\bar{X}$	13.45	13.33	12.00	13.83	14.14	12.53
	SD	2.21	3.60	3.63	2.33	3.44	2.55
	Post $\bar{X}$	12.82	14.87	13.53	14.75	13.27	12.24
	SD	3.79	2.59	3.81	3.93	3.06	5.08
	N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,750.30	1	2,750.30	270.63	<.001
Ethnic Group	74.15	1	74.15	7.30	.007
Program Period	92.33	5	18.47	1.82	.107
Interaction	42.98	5	8.60	.85	.517
Covariate: Pretest	1,449.16	1	1,449.16	142.60	< .001
Error	7,134.03	702	10.16		

Table III.87

Nature of Man: Ethnic Group by Program Period

Group	Testing	Program Period 3	4	5	6	7	8
White n	Pre $\bar{X}$	11.66	11.04	11.30	11.52	11.25	11.62
	SD	1.98	2.10	2.21	1.74	2.01	1.94
	Post $\bar{X}$	11.49	11.04	11.24	11.36	10.86	11.22
	SD	2.01	2.35	2.48	2.19	2.57	2.50
	N	90	166	74	91	85	117
Minority	Pre $\bar{X}$	11.18	11.07	10.60	10.58	11.36	10.94
	SD	1.99	1.87	1.88	2.11	2.06	1.52
	Post $\bar{X}$	10.27	10.73	10.00	11.25	10.86	9.35
	SD	2.65	2.58	2.07	2.14	2.19	3.95
	N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	1,077.20	1	1,077.20	201.18	$<.001$
Ethnic Group	31.67	1	31.67	5.91	.015
Program Period	31.66	5	6.33	1.18	.316
Interaction	33.89	5	6.78	1.27	.277
Covariate: Pretest	294.37	1	294.37	54.98	$<.001$
Error	3,758.83	702	5.35		

Table III.88

Synergy: Ethnic Group by Program Period

Group	Testing		Program Period 3	4	5	6	7	8
White	Pre	$\bar{X}$	6.43	6.22	6.26	6.52	6.12	6.45
		SD	1.34	1.44	1.27	1.46	1.41	1.27
	Post	$\bar{X}$	6.52	6.33	6.47	6.53	5.99	6.21
		SD	1.78	1.77	1.47	1.33	1.87	1.73
		N	90	166	74	91	85	117
Minority	Pre	$\bar{X}$	5.91	6.27	6.27	7.00	6.09	6.29
		SD	1.14	1.10	1.16	1.41	1.19	.99
	Post	$\bar{X}$	5.45	6.93	5.60	6.83	5.86	5.18
		SD	1.57	2.84	1.84	1.90	1.32	2.32
		N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	400.82	1	400.82	147.44	< .001
Ethnic Group	9.52	1	9.52	3.50	.062
Program Period	35.40	5	7.08	2.60	.024
Interaction	27.24	5	5.45	2.00	.076
Covariate: Pretest	192.22	1	192.22	70.71	< .001
Error	1,908.36	702	2.72		

Table III.89

Acceptance of Aggression: Ethnic Group by Program Period

Group	Testing	Program Period					
		3	4	5	6	7	8
White	Pre $\overline{X}$	14.97	15.08	14.69	15.40	15.18	14.68
	SD	3.17	2.97	2.92	3.60	2.83	3.42
	Post $\overline{X}$	15.64	15.73	15.27	15.54	15.20	15.20
	SD	3.23	3.21	3.05	3.30	3.42	3.35
	N	90	166	74	91	85	117
Minority	Pre $\overline{X}$	13.18	13.67	12.93	15.25	14.77	15.24
	SD	2.99	2.92	3.39	2.42	2.00	2.28
	Post $\overline{X}$	13.18	14.60	14.80	15.83	14.09	13.29
	SD	2.86	3.58	3.26	2.76	2.24	5.84
	N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,520.76	1	2,520.76	262.11	$< .001$
Ethnic Group	50.54	1	50.54	5.25	.022
Program Period	76.61	5	15.32	1.59	.160
Interaction	62.16	5	12.43	1.29	.265
Covariate: Pretest	965.37	1	965.37	100.38	$< .001$
Error	6,751.36	702	9.62		

Table III.90

Capacity for Intimate Contact: Ethnic Group by Program Period

			Program Period					
Group	**Testing**		**3**	**4**	**5**	**6**	**7**	**8**
White	Pre	$\bar{X}$	16.03	15.75	16.22	17.34	16.39	16.24
		SD	3.45	3.56	3.60	3.58	3.79	3.69
	Post	$\bar{X}$	16.69	17.52	16.95	17.68	16.86	17.15
		SD	3.52	3.86	3.81	3.99	4.36	3.86
		N	90	166	74	91	85	117
Minority	Pre	$\bar{X}$	14.64	14.33	14.40	17.00	16.27	15.76
		SD	3.75	3.64	3.18	2.49	2.93	4.76
	Post	$\bar{X}$	14.64	16.60	17.20	17.50	16.95	15.00
		SD	2.38	4.01	3.30	5.35	3.75	6.73
		N	11	15	15	12	22	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,133.59	1	3,133.59	232.99	$< .001$
Ethnic Group	13.53	1	13.53	1.01	.316
Program Period	104.89	5	20.98	1.56	.169
Interaction	78.55	5	15.71	1.17	.323
Covariate: Pretest	1,717.19	1	1,717.19	127.68	$< .001$
Error	9,441.53	702	13.45		

Table III.91

Time Competence: Sex by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	14.36	15.88	14.72	14.86	14.58	14.63	14.67	15.17	15.50	15.07	15.32
		SD	3.37	3.23	3.48	3.53	3.33	3.61	3.04	2.63	2.12	4.01	3.11
	Post	$\bar{X}$	14.05	15.34	14.03	14.32	15.11	15.33	14.00	15.67	16.50	14.17	13.88
		SD	4.90	4.29	4.60	3.89	4.06	3.49	3.27	2.88	2.12	4.58	2.70
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\bar{X}$	14.76	14.72	14.32	15.38	14.38	15.33	14.92	16.26	15.00	15.31	14.68
		SD	2.67	3.12	3.22	2.84	3.63	3.66	3.28	2.78	.00	3.15	2.58
	Post	$\bar{X}$	15.36	16.07	15.10	14.83	15.36	16.49	15.39	17.00	8.00	15.49	15.74
		SD	3.55	3.23	3.61	3.66	3.46	3.66	2.66	3.67	.00	4.30	3.12
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,128.04	1	2,128.04	182.35	<.001
Sex	2.51	1	2.51	.21	.643
Counselor	241.10	10	24.11	2.07	.025
Interaction	115.82	10	11.58	.99	.448
Covariate: Pretest	1,942.11	1	1,942.11	166.42	<.001
Error	9,861.13	845	11.67	----	----

Table III.92

Inner Directedness: Sex by Counselor

Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	76.77	77.44	77.62	78.29	76.37	79.47	77.00	79.17	85.00	76.79	75.04
		SD	10.74	9.73	8.54	9.28	13.21	8.74	11.27	11.26	16.97	11.23	9.75
	Post	$\bar{X}$	72.50	80.22	77.78	76.43	76.34	81.25	79.78	80.79	81.50	75.03	78.00
		SD	18.51	13.49	14.95	10.97	13.15	12.90	10.66	12.96	12.02	18.63	11.39
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\bar{X}$	72.76	76.45	74.74	77.29	73.51	77.04	75.00	79.96	84.00	78.44	76.63
		SD	10.31	10.11	11.08	10.89	10.95	9.41	11.41	10.02	.00	10.34	10.95
	Post	$\bar{X}$	78.60	81.48	77.68	77.82	78.66	82.00	82.39	82.22	76.00	82.74	81.37
		SD	10.00	16.52	15.14	12.33	12.02	12.68	9.36	13.19	.00	11.65	10.39
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	19,728.19	1	19,728.19	138.48	<.001
Sex	393.94	1	393.94	2.77	.097
Counselor	2,547.00	10	254.70	1.79	.059
Interaction	858.50	10	85.85	.60	.812
Covariate: Pretest	27,228.93	1	27,228.93	191.12	<.001
Error	120,384.81	845	142.47	----	----

Table III.93

Self-Actualizing Value: Sex by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\overline{X}$	18.27	19.78	19.02	19.08	18.71	18.63	18.67	18.58	20.50	18.76	18.48
		SD	3.44	2.35	2.68	2.77	3.00	2.71	3.40	2.89	2.12	2.84	3.25
	Post	$\overline{X}$	17.36	19.84	18.80	18.11	17.79	18.92	18.81	19.00	19.00	17.62	16.88
		SD	4.76	2.57	4.35	3.92	4.31	2.98	3.76	3.71	1.41	5.05	3.42
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\overline{X}$	17.36	18.50	17.99	18.89	17.58	18.93	17.97	18.87	19.00	18.97	18.92
		SD	2.89	2.70	3.25	3.43	3.23	2.71	3.28	2.93	.00	2.83	3.16
	Post	$\overline{X}$	17.96	18.88	18.59	18.36	18.36	19.71	19.14	19.74	17.00	19.56	19.66
		SD	3.09	3.31	4.01	3.99	3.74	3.36	2.79	2.60	.00	3.17	3.24
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,592.18	1	2,592.18	207.51	<.001
Sex	23.34	1	23.34	1.87	.172
Counselor	192.12	10	19.21	1.54	.121
Interaction	125.59	10	12.56	1.01	.437
Covariate: Pretest	1,139.44	1	1,139.44	91.21	<.001
Error	10,555.63	845	12.49	----	----

Table III.94

Existentiality: Sex by Counselor

Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\overline{X}$	18.36	17.53	18.05	18.83	17.76	18.75	17.78	19.08	24.00	17.86	18.44
		SD	4.41	4.34	3.73	4.07	4.76	3.71	4.26	5.05	4.24	4.59	4.44
	Post	$\overline{X}$	15.23	18.91	17.48	18.37	18.42	19.02	17.19	19.29	19.00	17.10	18.32
		SD	5.02	5.16	5.21	4.33	4.84	5.40	4.16	4.26	4.24	5.19	5.00
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\overline{X}$	17.32	18.45	17.80	18.09	17.08	17.82	18.64	19.83	19.00	18.67	17.16
		SD	4.33	4.38	4.10	4.48	4.76	4.79	4.20	4.51	.00	4.80	4.32
	Post	$\overline{X}$	18.04	20.72	17.71	18.09	18.06	19.18	19.44	19.43	17.00	19.87	18.13
		SD	4.91	4.40	4.57	4.60	4.30	5.36	3.94	5.58	.00	4.46	4.69
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,060.04	1	3,060.04	177.02	<.001
Sex	56.33	1	56.33	3.26	.071
Counselor	440.32	10	44.03	2.55	.005
Interaction	195.50	10	19.55	1.13	.336
Covariate: Pretest	4,325.71	1	4,325.71	250.24	<.001
Error	14,607.03	845	17.29	----	----

Table III.95

Feeling Reactivity: Sex by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\overline{X}$	13.77	14.50	14.30	14.75	13.95	13.95	13.93	14.96	15.00	14.66	14.04
		SD	1.93	2.17	2.73	2.53	3.25	2.77	3.12	2.93	.00	2.89	2.70
	Post	$\overline{X}$	13.41	14.66	14.45	13.49	14.16	14.93	14.37	14.75	16.00	13.52	15.20
		SD	4.17	3.12	3.44	3.17	3.05	3.08	2.32	2.94	1.41	4.42	2.69
		N	22	32	60	8[illegible]	38	40	27	24	2	29	25
Female	Pre	$\overline{X}$	13.40	14.55	14.09	14.28	13.55	14.58	13.42	14.87	1[illegible].00	14.49	14.05
		SD	3.25	3.07	2.84	3.16	2.95	2.75	2.21	3.45	.00	2.88	3.17
	Post	$\overline{X}$	14.20	15.84	14.39	14.66	15.00	15.67	15.25	15.04	19.00	15.51	15.42
		SD	2.68	3.54	3.48	2.82	3.13	2.88	2.60	3.94	.00	2.90	3.10
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,857.44	1	2,857.44	315.29	<.001
Sex	69.88	1	69.88	7.71	.006
Counselor	225.61	10	22.56	2.49	.006
Interaction	76.41	10	7.64	.84	.587
Covariate: Pretest	925.78	1	925.78	102.15	<.001
Error	7,658.25	845	9.06	----	----

Table III.96

Spontaneity: Sex by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\overline{X}$	11.18	11.28	10.97	11.02	10.89	11.58	10.85	11.92	12.50	11.10	10.84
		SD	2.52	2.69	2.04	2.36	3.15	2.44	2.20	2.30	2.12	3.05	2.19
	Post	$\overline{X}$	11.18	11.47	11.28	10.96	11.03	11.85	11.07	11.79	13.00	10.97	11.92
		SD	3.61	2.45	2.74	2.49	2.57	2.24	1.98	2.83	4.24	3.26	2.68
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\overline{X}$	10.32	10.95	10.42	10.99	10.25	10.98	10.28	11.30	13.00	11.36	10.66
		SD	2.27	2.82	2.51	2.65	2.62	2.23	2.72	2.20	.00	2.52	2.59
	Post	$\overline{X}$	11.84	11.93	11.26	11.14	11.45	11.98	11.64	11.74	9.00	12.13	11.97
		SD	2.75	3.06	2.74	2.99	2.73	2.66	2.74	3.03	.00	2.95	2.38
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,574.05	1	1,574.05	248.59	$<.001$
Sex	.68	1	.68	.11	.744
Counselor	70.38	10	7.04	1.11	.350
Interaction	35.63	10	3.56	.56	.845
Covariate: Pretest	1,074.31	1	1,074.31	169.66	$<.001$
Error	5,350.59	845	6.33	----	----

Table III.97

Self-Regard: Sex by Counselor

Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	11.45	11.81	11.47	11.61	13.26	11.20	11.81	12.29	13.50	11.34	10.92
		SD	2.32	2.69	2.46	2.49	10.55	2.17	2.51	2.12	2.12	2.58	2.40
	Post	$\bar{X}$	11.23	12.50	12.02	11.27	11.47	11.63	11.89	11.71	12.50	10.90	11.16
		SD	3.99	2.68	2.95	2.77	2.91	2.60	2.91	3.13	3.54	3.46	2.49
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\bar{X}$	9.72	10.29	10.39	11.41	10.38	11.29	10.22	11.65	15.00	10.87	11.37
		SD	2.84	2.87	2.83	2.48	3.03	2.51	3.13	2.08	.00	2.45	2.84
	Post	$\bar{X}$	11.12	11.90	11.54	11.44	11.83	12.16	11.89	12.74	8.00	12.00	12.58
		SD	2.79	2.35	2.74	2.95	2.76	2.40	2.31	2.47	.00	2.72	2.42
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	5,082.45	1	5,082.45	686.89	<.001
Sex	.05	1	.05	.01	.932
Counselor	92.59	10	9.26	1.25	.254
Interaction	81.75	10	8.17	1.10	.355
Covariate: Pretest	303.48	1	303.48	41.01	<.001
Error	6,252.34	845	7.40	----	----

Table III.98

Self-Acceptance: Sex by Counselor

Group	Testing		A	B	C	D	E	F	G	H	I	J	K
			Counselor										
Male	Pre	$\overline{X}$	14.18	13.88	13.70	14.11	14.16	14.73	12.19	14.67	16.50	14.03	14.20
		SD	4.37	3.12	3.20	3.60	3.52	3.18	3.52	3.24	3.54	3.05	3.72
	Post	$\overline{X}$	13.82	14.31	14.20	14.35	14.24	15.55	14.74	16.13	12.50	13.97	14.60
		SD	4.72	3.91	3.95	3.13	3.56	3.70	3.22	3.55	4.95	3.79	3.37
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\overline{X}$	13.56	13.91	13.91	14.50	13.91	14.47	14.11	14.96	20.00	14.33	14.11
		SD	2.57	3.38	3.62	3.58	3.05	2.68	3.61	2.74	.00	3.13	3.34
	Post	$\overline{X}$	15.20	15.43	14.26	14.91	14.68	15.58	15.64	15.48	16.00	15.03	15.13
		SD	4.25	3.59	3.95	3.36	3.69	3.45	2.82	3.54	.00	3.32	2.53
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,791.32	1	2,791.32	264.01	< .001
Sex	24.01	1	24.01	2.27	.132
Counselor	140.09	10	14.01	1.33	.212
Interaction	58.62	10	5.86	.55	.851
Covariate: Pretest	1,771.30	1	1,771.30	167.54	< .001
Error	8,933.89	845	10.57	----	----

Table III.99

Nature of Man: Sex by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	11.18	12.03	11.37	10.93	10.87	11.23	11.52	10.29	11.00	11.55	9.96
		SD	2.22	2.09	1.80	1.96	2.17	1.62	2.12	2.46	4.24	1.66	1.99
	Post	X	10.14	11.22	10.80	10.94	10.47	10.53	11.52	10.63	10.50	10.62	9.96
		SD	2.78	2.56	2.64	2.15	2.19	2.05	2.50	2.28	3.54	3.08	2.13
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\bar{X}$	10.48	11.14	10.80	11.63	10.92	11.11	11.25	11.74	12.00	11.23	11.00
		SD	2.52	1.99	2.36	1.86	1.90	2.01	2.09	1.48	.00	2.05	2.19
	Post	X	11.24	10.81	10.96	11.17	11.60	10.96	11.92	11.52	8.00	11.31	11.95
		SD	2.05	2.17	2.45	2.40	2.27	2.25	1.56	1.90	.00	2.51	1.90
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,307.39	1	1,307.39	264.81	<.001
Sex	6.54	1	6.54	1.32	.250
Counselor	49.84	10	4.98	1.01	.433
Interaction	64.95	10	6.49	1.32	.217
Covariate: Pretest	364.01	1	364.01	73.73	<.001
Error	4,171.82	845	4.94	----	----

Table III.100

Synergy: Sex by Counselor

Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	6.45	6.34	6.28	6.46	6.11	6.28	6.04	5.96	7.00	6.41	5.88
		SD	1.34	1.36	1.29	1.27	1.39	1.55	1.43	1.52	1.41	1.09	1.45
	Post	X	5.27	6.38	6.27	6.36	6.00	6.00	6.15	6.17	6.00	5.93	5.24
		SD	1.83	1.29	1.48	2.10	1.59	1.52	1.73	1.86	1.41	1.98	1.45
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\bar{X}$	5.72	6.24	5.90	6.50	5.98	6.20	6.31	6.57	5.00	6.31	6.39
		SD	1.21	1.23	1.48	1.27	1.60	1.44	1.21	1.12	.00	1.47	1.35
	Post	X	6.00	6.38	6.20	6.22	6.21	6.58	6.53	6.52	4.00	6.56	6.50
		SD	1.29	1.50	1.48	1.92	1.52	1.41	1.52	1.41	.00	1.47	1.39
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	445.20	1	445.20	185.17	< .001
Sex	3.78	1	3.78	1.57	.210
Counselor	26.50	10	2.65	1.10	.357
Interaction	32.67	10	3.27	1.36	.195
Covariate: Pretest	251.70	1	251.70	104.69	< .001
Error	2,031.63	845	2.40	----	----

Table III.101

Acceptance of Aggression: Sex by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	15.41	14.69	14.97	15.42	14.76	15.20	14.41	16.13	15.50	15.24	15.36
		SD	2.99	2.98	3.09	2.93	3.63	2.57	2.83	3.05	3.54	2.73	3.08
	Post	$\bar{X}$	13.18	15.41	15.25	14.71	14.66	15.60	14.63	14.63	16.00	14.17	15.56
		SD	4.79	3.23	3.63	3.15	2.78	3.41	2.88	3.55	2.83	4.50	3.31
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\bar{X}$	13.60	14.38	14.22	14.89	13.66	14.24	14.06	14.65	15.00	15.41	14.89
		SD	2.65	3.13	3.14	3.17	2.72	2.97	2.82	3.49	.00	2.84	3.01
	Post	$\bar{X}$	15.24	16.09	15.10	14.82	15.06	16.31	15.83	15.43	19.00	15.87	15.58
		SD	2.31	3.33	4.02	3.15	2.90	2.99	2.65	3.58	.00	3.07	2.90
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,615.41	1	2,615.41	277.73	< .001
Sex	93.71	1	93.71	9.95	.002
Counselor	222.14	10	22.21	2.36	.009
Interaction	101.80	10	10.18	1.08	.374
Covariate: Pretest	1,374.23	1	1,374.23	145.93	< .001

Table III.102

Capacity for Intimate Contact: Sex by Counselor

Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\overline{X}$	15.82	15.50	16.27	16.58	16.34	16.20	15.78	17.17	18.00	15.69	16.08
		SD	2.86	3.37	3.44	3.19	4.31	2.76	3.72	3.62	2.83	4.18	3.17
	Post	$\overline{X}$	15.00	17.22	16.35	16.21	16.55	17.60	17.41	17.75	19.50	15.83	16.92
		SD	4.57	4.45	4.19	3.79	4.09	4.01	3.25	3.73	.71	4.61	4.09
		N	22	32	60	84	38	40	27	24	2	29	25
Female	Pre	$\overline{X}$	14.44	15.79	15.81	15.62	14.60	15.51	15.58	17.09	16.00	16.85	16.21
		SD	3.57	3.88	3.54	3.77	3.70	3.67	3.11	3.42	.00	3.89	3.59
	Post	$\overline{X}$	16.40	18.26	16.71	16.38	16.83	17.53	18.08	17.74	15.00	18.28	17.82
		SD	3.62	3.88	4.35	3.87	3.69	4.18	2.52	4.51	.00	3.74	3.83
		N	25	58	69	98	53	45	36	23	1	39	38

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,501.02	1	3,501.02	266.42	< .001
Sex	13.77	1	13.77	1.05	.306
Counselor	326.93	10	32.69	2.49	.006
Interaction	70.88	10	7.09	.54	.863
Covariate: Pretest	2,144.08	1	2,144.08	163.16	< .001
Error	11,104.30	845	13.14	----	----

Table III.103

Time Competence: Ethnic Group by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\overline{X}$	14.94	15.53	14.92	15.30	14.51	15.39	14.94	15.95	15.00	15.85	14.96
		SD	3.08	2.99	3.12	3.21	3.56	3.49	3.06	2.93	.00	3.44	2.75
	Post	$\overline{X}$	15.22	16.06	14.95	14.95	15.61	16.21	15.04	16.84	8.00	14.67	15.17
		SD	4.55	3.55	3.82	3.78	3.79	3.70	2.96	3.02	.00	4.70	3.05
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\overline{X}$	13.33	12.40	11.92	13.94	15.00	11.20	15.14	14.20	17.00	12.14	15.33
		SD	2.69	3.75	3.64	3.13	1.63	4.44	3.48	1.30	.00	2.91	2.08
	Post	$\overline{X}$	12.78	14.30	12.92	12.22	13.57	14.00	13.57	14.20	18.00	15.43	15.33
		SD	2.54	4.30	4.77	2.98	2.44	2.35	3.26	4.32	.00	4.43	3.51
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\overline{X}$	13.50	13.50	12.00	15.40	13.00	13.43	11.00	15.25	14.00	13.50	14.00
		SD	.71	.71	.00	2.59	4.74	3.15	.00	1.26	.00	2.88	4.32
	Post	$\overline{X}$	15.00	13.50	.00	13.90	14.20	15.00	14.00	14.00	15.00	15.75	14.00
		SD	2.83	.71	.00	3.11	1.92	3.16	.00	3.74	.00	2.82	2.00
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,815.37	1	1,815.37	157.25	<.001
Ethnic Group	17.54	2	8.77	.76	.468
Counselor	297.43	10	29.74	2.58	.004
Interaction	406.45	20	20.32	1.76	.021
Covariate: Pretest	1,724.05	1	1,724.05	149.34	<.001
Error	9,501.10	823	11.54	----	----

Table III.104

Inner Directedness Change: Ethnic Group by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	76.19	78.17	76.66	78.45	74.87	78.94	76.61	79.61	84.00	78.56	76.20
		SD	11.00	9.62	10.05	10.43	12.47	9.48	11.46	11.18	.00	11.17	10.72
	Post	$\bar{X}$	76.89	81.99	79.68	78.13	78.87	82.79	82.33	81.58	76.00	79.37	80.33
		SD	16.12	15.49	10.71	11.66	12.55	13.14	10.20	11.97	.00	17.08	10.99
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	68.44	68.20	71.77	72.77	75.14	70.20	73.57	77.60	97.00	74.57	72.67
		SD	7.81	7.08	8.84	9.20	6.62	5.31	9.57	9.50	.00	12.45	6.51
	Post	$\bar{X}$	72.22	76.60	67.77	70.44	74.29	73.80	75.86	77.60	90.00	81.86	76.67
		SD	8.45	15.07	25.86	12.55	8.56	8.14	5.05	12.05	.00	11.54	10.97
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	74.50	66.50	84.00	76.00	72.20	75.71	68.00	81.50	73.00	76.25	76.50
		SD	2.12	10.61	.00	5.52	8.50	4.07	.00	6.14	.00	4.53	10.38
	Post	$\bar{X}$	71.00	66.00	.00	75.40	68.40	78.57	73.00	85.50	73.00	78.25	78.25
		SD	12.73	1.41	.00	7.63	14.10	4.69	.00	23.73	.00	4.40	5.91
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	16,649.63	1	16,649.63	121.87	<.001
Ethnic Group	2,034.63	2	1,017.31	7.45	.001
Counselor	7,550.25	10	755.02	5.53	<.001
Interaction	7,764.44	20	388.22	2.84	<.001
Covariate: Pretest	24,160.38	1	24,160.38	176.85	<.001
Error	112,436.88	823	136.62	----	----

Table III.105

Self-Actualizing Value: Ethnic Group by Counselor

Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	17.75	19.19	18.47	19.09	17.96	18.83	18.57	18.61	19.00	18.98	18.98
		SD	3.22	2.54	3.15	3.22	3.33	2.81	3.17	2.94	.00	2.92	3.22
	Post	$\bar{X}$	17.58	19.28	19.27	18.52	18.34	19.42	19.17	19.29	17.00	18.54	18.74
		SD	4.40	3.07	3.19	3.90	3.87	3.21	3.29	2.95	.00	4.50	3.47
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	18.00	17.40	18.08	17.94	18.14	17.40	17.71	19.40	22.00	18.29	17.67
		SD	2.96	2.99	1.89	2.55	1.35	2.30	3.09	2.07	.00	2.63	3.06
	Post	$\bar{X}$	18.00	19.30	15.31	16.22	18.57	19.60	18.57	19.40	20.00	19.43	17.67
		SD	1.58	3.47	6.61	4.31	3.51	3.65	2.76	4.04	.00	3.91	6.81
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	17.50	17.50	22.00	18.90	18.80	19.43	10.00	19.00	19.00	18.88	17.25
		SD	4.95	3.54	.00	2.85	2.77	1.51	.00	3.74	.00	2.70	3.30
	Post	$\bar{X}$	18.00	16.50	.00	17.80	16.80	19.14	15.00	20.00	18.00	19.38	17.00
		SD	2.83	.71	.00	3.39	5.07	2.67	.00	5.23	.00	2.00	3.56
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,091.53	1	2,091.53	173.76	<.001
Ethnic Group	100.25	2	50.13	4.16	.016
Counselor	530.45	10	53.04	4.41	<.001
Interaction	612.90	20	30.64	2.55	<.001
Covariate: Pretest	1,162.76	1	1,162.76	96.60	<.001
Error	9,906.38	823	12.04	----	----

Table III.106

Existentiality: Ethnic Group by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	18.33	18.74	18.21	18.80	17.56	18.78	18.24	19.71	19.00	18.54	17.57
		SD	4.43	4.15	3.93	4.32	4.96	4.23	4.28	4.95	.00	4.82	4.55
	Post	$\bar{X}$	17.25	20.63	17.95	18.55	18.62	19.64	18.98	19.50	17.00	18.33	18.30
		SD	5.39	4.54	4.38	4.44	4.51	5.44	4.10	4.66	.00	5.37	4.70
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	15.67	14.80	15.92	16.39	15.86	15.40	18.71	17.80	27.00	15.43	16.67
		SD	3.97	3.55	3.35	4.47	1.35	3.36	4.61	4.87	.00	4.76	.58
	Post	$\bar{X}$	15.22	16.70	16.15	16.44	16.00	14.40	15.71	17.40	22.00	20.14	17.00
		SD	4.06	5.03	6.52	5.03	2.65	1.52	3.35	4.22	.00	3.39	6.08
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	18.00	10.50	19.00	16.60	15.60	15.00	17.00	19.00	21.00	20.13	19.00
		SD	2.83	.71	.00	2.17	4.98	4.32	.00	2.58	.00	2.42	2.83
	Post	$\bar{X}$	14.00	15.50	.00	16.60	14.20	17.43	12.00	25.50	16.00	19.50	18.00
		SD	2.83	.71	.00	3.20	5.22	4.72	.00	8.23	.00	3.12	3.56
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,192.12	1	2,912.12	128.13	< .001
Ethnic Group	196.65	2	98.32	98.32	.003
Counselor	556.63	10	55.66	3.25	< .001
Interaction	590.04	20	29.50	1.72	.025
Covariate: Pretest	3,919.59	1	3,919.59	229.10	< .001
Error	14,080.13	823	17.11	----	----

Table III.107

Feeling Reactivity: Ethnic Group by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	13.92	14.86	14.27	14.64	13.64	14.68	13.80	14.82	14.00	14.54	14.17
		SD	2.36	2.72	2.81	2.95	3.10	2.71	2.64	3.24	.00	2.93	3.06
	Post	X	14.25	15.62	14.86	14.23	14.92	15.67	15.15	14.97	19.00	14.33	15.39
		SD	3.53	3.28	2.80	3.01	3.09	2.85	2.56	3.32	.00	4.04	3.01
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	12.11	12.00	13.38	12.94	14.43	12.00	12.86	15.40	15.00	14.71	13.00
		SD	3.66	2.16	2.47	2.34	3.21	2.35	2.79	2.70	.00	3.86	1.00
	Post	X	12.33	14.20	11.85	12.78	14.14	13.20	13.43	14.60	15.00	15.14	16.67
		SD	2.78	4.57	5.00	3.44	3.08	3.56	1.13	3.58	.00	2.97	2.08
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	14.00	14.50	18.00	14.50	14.40	11.86	13.00	15.25	15.00	14.50	13.50
		SD	2.83	.71	.00	2.12	2.30	1.77	.00	3.59	.00	1.77	2.38
	Post	X	13.00	14.00	.00	14.60	12.20	14.14	14.00	14.50	17.00	16.25	14.25
		SD	4.24	2.83	.00	2.01	2.77	2.54	.00	5.20	.00	1.58	1.89
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,251.47	1	2,251.47	253.97	<.001
Ethnic Group	113.63	2	56.81	6.41	.002
Counselor	373.59	10	37.36	4.21	<.001
Interaction	397.30	20	19.86	2.24	.001
Covariate: Pretest	804.48	1	804.48	90.75	<.001
Error	7,295.93	823	8.87	----	----

Table III.108

Spontaneity: Ethnic Group by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	10.86	11.27	10.76	11.21	10.45	11.33	10.63	11.53	13.00	11.17	10.72
		SD	2.47	2.73	2.34	2.51	2.97	2.40	2.60	2.41	.00	2.85	2.51
	Post	$\bar{X}$	12.00	11.94	11.50	11.30	11.39	11.93	11.67	11.63	9.00	11.73	12.13
		SD	3.26	2.82	2.24	2.66	2.68	2.60	2.47	2.67	.00	3.33	2.53
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	10.44	9.70	9.77	9.33	10.57	9.00	10.14	12.00	14.00	11.29	11.33
		SD	2.30	2.71	2.09	2.63	1.90	1.41	1.07	2.00	.00	2.69	2.08
	Post	$\bar{X}$	9.44	11.20	10.38	9.28	11.29	11.40	10.29	11.20	16.00	10.86	11.33
		SD	1.81	2.90	4.46	3.68	2.21	.55	1.11	2.86	.00	3.18	.58
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	9.50	10.00	13.00	10.80	11.20	12.00	6.00	12.00	11.00	11.88	10.50
		SD	2.12	4.24	.00	1.48	2.77	1.41	.00	.00	.00	2.36	2.52
	Post	$\bar{X}$	12.50	8.00	.00	10.70	10.00	12.14	7.00	13.75	10.00	11.63	10.25
		SD	3.53	1.41	.00	1.64	3.24	1.95	.00	4.92	.00	1.69	.50
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,193.54	1	1,193.54	195.49	<.001
Ethnic Group	53.53	2	26.76	4.38	.013
Counselor	170.45	10	17.05	2.79	.002
Interaction	266.74	20	13.34	2.18	.002
Covariate: Pretest	1,003.01	1	1,003.01	164.28	<.001
Error	5,024.81	823	6.11	----	----

Table III.109

Self-Regard: Ethnic Group by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\overline{X}$	10.56	11.00	10.90	11.40	10.90	11.11	11.24	11.79	15.00	11.17	11.13
		SD	2.86	2.91	2.70	2.56	3.04	2.40	2.86	2.24	.00	2.58	2.71
	Post	$\overline{X}$	11.17	12.10	12.09	11.41	11.81	11.90	11.89	12.08	8.00	11.56	12.02
		SD	3.66	2.50	2.33	2.90	2.81	2.41	2.72	2.81	.00	3.13	2.60
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\overline{X}$	10.22	9.70	10.38	11.83	11.29	11.20	9.86	13.00	15.00	10.86	12.33
		SD	2.44	2.45	3.01	3.20	3.50	2.17	2.54	1.41	.00	2.12	2.52
	Post	$\overline{X}$	10.89	12.80	9.85	11.06	11.86	12.00	11.71	12.40	15.00	11.86	12.00
		SD	2.32	2.04	4.26	3.02	3.24	[illegible]	1.38	3.91	.00	3.34	3.61
		N	9	10	13	18	7	[illegible]	7	5	1	7	3
Chicano	Pre	$\overline{X}$	11.50	10.00	13.00	12.20	23.40	12.29	6.00	12.50	12.00	10.75	11.00
		SD	2.12	4.24	.00	1.87	28.37	1.70	.00	.58	.00	2.66	3.16
	Post	$\overline{X}$	12.50	9.00	.00	11.40	10.60	12.71	11.00	13.25	10.00	10.75	12.25
		SD	2.12	1.41	.00	1.84	2.70	1.89	.00	2.06	.00	2.87	1.89
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,434.84	1	3,434.84	476.51	<.001
Ethnic Group	51.67	12	25.84	3.58	.028
Counselor	200.32	10	20.03	2.78	.002
Interaction	302.97	20	15.15	2.10	.003
Covariate: Pretest	353.17	1	353.17	48.99	<.001
Error	5,932.45	823	7.21	----	----

Table III.110

Self-Acceptance: Ethnic Group by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	14.11	14.31	13.87	14.45	14.17	14.68	13.85	15.11	20.00	14.52	14.07
		SD	3.49	2.98	3.44	3.70	3.33	2.97	3.71	3.07	.00	3.24	3.50
	Post	$\bar{X}$	14.58	15.44	14.58	14.88	14.80	15.94	15.48	16.16	16.00	14.73	14.98
		SD	4.91	3.62	3.63	3.15	3.59	3.59	3.08	3.29	.00	3.83	2.77
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	12.67	11.30	14.08	14.00	13.71	13.80	12.86	12.60	19.00	13.14	13.33
		SD	3.91	4.37	3.33	2.70	2.21	2.86	1.95	2.30	.00	2.54	1.53
	Post	$\bar{X}$	14.56	12.90	13.00	13.50	12.86	13.80	14.14	12.60	16.00	15.14	12.33
		SD	3.13	3.54	4.43	3.78	4.34	2.95	2.12	2.97	.00	2.27	.58
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	14.50	11.00	8.00	12.70	12.40	14.00	17.00	14.75	14.00	13.38	14.75
		SD	.71	1.41	.00	3.27	2.50	2.71	.00	1.71	.00	2.26	4.92
	Post	$\bar{X}$	14.00	10.00	.00	13.20	13.40	13.43	15.00	16.50	9.00	13.50	15.75
		SD	1.41	2.83	.00	3.52	2.70	2.57	.00	5.07	.00	2.27	2.63
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	2,236.46	1	2,236.46	216.32	<.001
Ethnic Group	129.15	2	64.58	6.25	.002
Counselor	185.96	10	18.60	1.80	.057
Interaction	248.29	20	12.41	1.20	.245
Covariate	1,506.04	1	1,506.04	145.67	<.001
Error	8,508.91	823	10.34	----	----

Table III.111

Nature of Man: Ethnic Group by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	11.03	11.64	11.13	11.38	10.94	11.14	11.35	10.95	12.00	11.67	10.54
		SD	2.94	2.06	2.17	1.87	2.07	1.89	2.11	2.16	.00	1.78	2.24
	Post	$\bar{X}$	10.83	10.99	11.19	11.23	11.29	10.79	11.81	11.05	8.00	11.00	11.19
		SD	2.63	2.31	2.09	2.27	2.30	2.15	2.07	2.08	.00	3.02	2.24
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	10.11	10.30	10.46	10.28	11.14	10.40	12.14	11.80	14.00	9.57	11.00
		SD	2.09	1.57	1.85	2.30	1.86	1.34	1.68	1.30	.00	1.90	2.00
	Post	$\bar{X}$	10.33	11.00	9.08	10.00	10.29	10.20	11.29	11.00	13.00	11.14	10.67
		SD	1.87	2.31	3.64	2.14	1.89	2.39	1.89	1.87	.00	1.35	3.21
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	10.00	10.00	13.00	12.20	10.60	12.14	10.00	10.50	8.00	11.38	10.75
		SD	1.41	2.83	.00	1.75	1.14	1.21	.00	3.11	.00	1.51	2.22
	Post	$\bar{X}$	10.50	9.50	.00	10.90	11.00	11.43	11.00	11.25	8.00	11.13	11.25
		SD	2.12	3.54	.00	2.47	2.74	1.40	.00	3.40	.00	2.30	2.21
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,056.37	1	1,056.37	215.99	<.001
Ethnic Group	22.80	2	11.40	2.33	.098
Counselor	159.48	10	15.95	3.26	<.001
Interaction	193.56	20	9.68	1.98	.007
Covariate: Pretest	363.16	1	363.16	74.25	<.001
Error	4,025.07	823	4.89	----	----

Table III.112

Synergy: Ethnic Group by Counselor

Group	Testing		Counselor A	B	C	D	E	[illegible]	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	6.22	6.40	6.09	6.51	6.05	6.22	6.19	6.11	5.00	6.46	6.26
		SD	1.33	1.23	1.45	1.32	1.50	1.53	1.33	1.31	.00	1.32	1.40
	Post	$\bar{X}$	5.78	6.48	6.39	6.40	6.14	6.26	6.44	6.37	4.00	6.23	6.04
		SD	1.74	1.37	1.24	1.93	1.54	1.43	1.53	1.50	.00	1.90	1.57
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	5.44	5.70	6.00	6.22	5.71	6.40	6.43	6.80	8.00	5.86	5.33
		SD	1.13	1.34	1.08	1.11	1.11	.89	1.27	1.30	.00	1.35	1.53
	Post	$\bar{X}$	5.22	5.60	5.54	5.27	6.57	6.80	6.00	5.80	7.00	6.86	5.67
		SD	.67	1.71	2.15	1.23	1.51	2.17	2.91	2.17	.00	.90	2.08
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	6.00	4.50	5.00	6.40	6.20	6.57	5.00	7.00	6.00	6.38	5.25
		SD	1.41	.71	.00	.70	1.64	1.27	.00	1.83	.00	1.06	.96
	Post	$\bar{X}$	5.50	6.50	.00	6.70	6.00	6.71	3.00	6.75	5.00	6.50	5.75
		SD	2.12	.71	.00	3.47	1.58	1.38	.00	2.63	.00	.53	1.26
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	371.57	1	371.57	156.33	<.001
Ethnic Group	7.81	2	3.91	1.64	.194
Counselor	54.28	10	5.43	2.28	.012
Interaction	79.01	20	3.95	1.66	.034
Covariate: Pretest	231.17	1	231.17	97.26	<.001
Error	1,956.22	823	2.38	----	----

Table III.113

Acceptance of Aggression: Ethnic Group by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	14.83	14.86	14.58	15.27	14.14	14.99	14.41	15.37	15.00	15.31	15.22
		SD	2.91	2.99	3.12	3.17	3.15	2.79	3.37	3.39	.00	2.93	3.20
	Post	$\bar{X}$	14.50	16.09	15.65	14.96	15.06	16.32	15.65	14.92	19.00	14.96	15.78
		SD	4.11	3.14	3.14	3.12	2.67	3.16	2.73	3.74	.00	4.12	3.09
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	12.56	11.60	14.54	14.22	14.57	11.80	13.14	15.20	18.00	14.86	14.67
		SD	2.40	2.27	3.33	2.69	4.16	2.95	2.61	3.19	.00	3.29	1.53
	Post	$\bar{X}$	13.33	14.10	12.85	13.67	15.14	14.40	14.00	14.60	18.00	16.86	15.33
		SD	2.60	4.31	5.61	3.65	2.48	2.97	2.38	1.82	.00	3.02	3.06
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	16.00	14.50	15.00	14.50	14.00	13.71	12.00	16.00	13.00	15.88	14.25
		SD	2.83	2.12	.00	1.78	1.87	2.06	.00	3.65	.00	.99	1.71
	Post	$\bar{X}$	14.50	15.00	.00	13.50	13.80	14.29	11.00	16.50	14.00	15.13	14.00
		SD	2.12	1.41	.00	1.90	4.76	2.87	.00	3.51	.00	2.03	2.16
		N	2	1	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,246.45	1	2,246.45	243.08	<.001
Ethnic Group	137.71	2	68.86	7.45	.001
Counselor	307.75	10	30.78	3.33	<.001
Interaction	349.54	20	17.48	1.89	.011
Covariate: Pretest	1,127.29	1	1,127.29	121.98	<.001
Error	7,605.76	823	9.25	----	----

Table III.114

Capacity for Intimate Contact: Ethnic Group by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	15.47	16.17	16.28	16.18	15.27	16.06	15.81	17.81	16.00	16.08	16.32
		SD	3.20	3.56	3.41	3.53	4.19	3.36	3.35	3.74	.00	4.13	3.48
	Post	$\bar{X}$	16.08	18.08	16.82	16.49	17.14	17.83	18.11	17.76	15.00	16.83	17.54
		SD	4.38	4.15	3.74	3.77	3.71	4.24	2.81	3.77	.00	4.40	3.76
		N	36	78	113	152	77	72	54	38	1	52	54
Indian	Pre	$\bar{X}$	13.33	12.90	13.85	14.72	15.14	15.60	15.29	16.20	20.00	15.00	15.67
		SD	3.50	2.96	3.63	3.80	1.95	2.51	3.86	2.28	.00	3.37	2.31
	Post	$\bar{X}$	14.89	17.20	15.38	14.89	14.86	15.80	15.86	16.60	19.00	19.14	18.67
		SD	2.93	3.79	6.16	4.40	2.26	2.49	2.54	3.71	.00	3.44	3.06
		N	9	10	13	18	7	5	7	5	1	7	3
Chicano	Pre	$\bar{X}$	16.00	11.00	19.00	17.20	15.80	13.71	13.00	17.75	16.00	19.00	15.75
		SD	2.83	4.24	.00	2.78	4.87	2.36	.00	2.22	.00	3.16	3.40
	Post	$\bar{X}$	13.50	14.00	.00	16.10	13.20	16.86	14.00	19.00	20.00	17.75	16.00
		SD	3.54	.00	.00	3.63	6.02	2.67	.00	7.62	.00	4.10	5.48
		N	2	2	1	10	5	7	1	4	1	8	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,616.13	1	2,616.13	203.27	<.001
Ethnic Group	113.07	12	56.53	4.39	.013
Counselor	465.50	10	46.55	3.62	<.001
Interaction	509.89	20	25.49	1.98	.006
Covariate: Pretest	2,046.97	1	2,046.97	159.05	<.001
Error	10,592.15	823	12.87	----	----

Table III.115

Time Competence: Counselor by Completion

Group	Testing		Counselor									
			A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\bar{X}$	14.78	15.66	14.69	15.31	14.71	15.52	14.77	15.43	15.84	14.91
		SD	3.22	2.96	3.10	3.19	3.36	3.46	3.25	2.79	3.29	3.04
	Post	$\bar{X}$	15.91	16.31	14.83	15.21	15.65	16.72	14.74	15.95	15.12	15.39
		SD	3.34	3.75	4.15	3.75	3.85	3.20	3.15	3.27	4.78	3.12
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\bar{X}$	15.71	13.23	14.78	15.37	12.78	13.73	14.69	16.29	13.78	14.55
		SD	2.81	2.77	3.08	2.83	3.99	4.24	2.69	2.69	3.83	2.16
	Post	$\bar{X}$	16.14	15.08	15.00	14.17	13.67	14.27	14.92	17.14	14.11	13.82
		SD	3.63	2.25	3.09	3.14	3.12	4.20	2.60	3.85	4.01	2.68
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\bar{X}$	13.82	14.60	13.06	14.45	14.36	12.78	16.00	17.67	13.67	15.83
		SD	2.70	3.89	4.63	3.37	3.73	3.19	4.58	1.15	3.26	1.72
	Post	$\bar{X}$	12.59	14.40	12.81	13.08	14.36	12.33	15.00	19.00	14.42	14.17
		SD	4.86	3.81	4.72	3.88	3.00	3.04	3.00	1.00	3.26	3.19
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,558.11	1	2,558.11	219.29	<.001
Counselor	92.94	2	46.47	3.98	.019
Completion	161.44	9	17.94	1.54	.130
Interaction	163.58	18	9.09	.78	.727
Covariate: Pretest	1,660.25	1	1,660.25	142.32	<.001
Error	9,763.89	837	11.67	----	----

Table III.116

Inner Directedness: Counselor by Completion

			Counselor									
Group	Testing		A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\bar{X}$	75.52	78.32	76.31	78.59	75.44	79.71	76.02	79.14	79.22	75.50
		SD	9.64	10.02	9.63	9.54	12.57	8.64	11.30	10.91	11.16	10.75
	Post	X	78.83	83.74	79.07	78.85	78.81	83.68	81.36	80.89	81.42	79.98
		SD	8.75	16.07	13.58	11.10	12.38	12.20	10.51	14.06	16.71	11.81
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\bar{X}$	77.14	73.00	75.78	75.10	72.56	71.64	74.31	82.14	78.33	76.10
		SD	14.69	10.75	9.74	10.32	10.52	10.05	9.36	11.17	9.58	10.50
	Post	X	79.57	77.77	80.44	77.37	73.33	76.18	80.46	84.14	77.78	77.64
		SD	12.38	7.88	9.51	11.15	15.07	10.72	7.98	8.94	7.95	8.31
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\bar{X}$	72.41	73.80	75.06	77.32	72.50	75.22	80.00	78.67	72.83	79.67
		SD	10.24	7.54	13.05	11.66	9.79	7.98	21.38	4.62	8.73	8.55
	Post	X	70.00	72.67	66.69	72.00	75.07	73.67	83.33	82.67	72.58	84.83
		SD	20.23	14.85	22.57	12.71	11.05	14.71	11.50	5.13	9.82	4.58
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	23,038.94	1	23,038.94	164.59	<.001
Counselor	1,367.75	2	683.88	4.89	.008
Completion	1,551.50	9	172.39	1.23	.272
Interaction	1,989.69	18	110.54	.79	.714
Covariate: Pretest	23,735.20	1	23,735.20	169.57	<.001
Error	117,159.06	837	139.97	----	----

Table III.117

Self-Actualizing Value: Counselor by Completion

Group	Testing		A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\bar{X}$	18.65	19.37	18.55	19.34	18.21	19.05	18.21	18.57	19.02	18.91
		SD	2.97	2.38	3.22	2.80	3.24	2.79	3.41	2.89	2.69	3.09
	Post	$\bar{X}$	19.17	19.94	19.09	19.07	18.19	19.63	19.23	19.35	19.18	18.50
		SD	2.76	2.86	3.88	3.62	4.02	3.03	3.43	3.49	4.32	3.70
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\bar{X}$	17.57	18.23	18.11	17.97	16.78	18.55	18.62	19.14	20.11	17.55
		SD	3.55	3.35	3.03	4.12	3.63	2.66	3.07	3.48	3.37	4.08
	Post	$\bar{X}$	17.57	17.62	19.06	18.13	17.11	20.00	18.00	19.71	18.67	18.09
		SD	2.73	2.14	2.65	3.39	4.40	2.61	2.58	2.21	2.65	3.81
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\bar{X}$	16.71	17.87	18.38	18.68	18.14	17.22	17.67	19.67	17.67	19.67
		SD	3.08	3.75	1.71	3.09	2.45	1.30	4.04	1.15	2.39	1.21
	Post	$\bar{X}$	15.71	17.67	15.88	15.84	18.43	16.44	19.67	18.67	16.83	19.83
		SD	4.96	3.70	5.97	4.40	3.67	3.78	1.53	.58	3.59	1.60
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,899.25	1	2,899.25	239.77	<.001
Counselor	144.08	2	72.04	5.96	.003
Completion	104.79	9	11.64	.96	.469
Interaction	251.39	18	13.97	1.16	.293
Covariate: Pretest	970.00	1	970.00	80.22	<.001
Error	10,120.63	837	12.09	----	----

Table III.118

Existentiality: Counselor by Completion

			Counselor									
Group	Testing		A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\overline{X}$	17.87	18.63	18.27	18.75	17.85	18.48	18.36	19.14	18.98	17.41
		SD	4.52	4.16	3.63	4.21	4.66	3.99	4.03	4.87	4.59	4.40
	Post	X	17.30	20.89	17.93	18.50	18.38	19.74	18.40	19.00	19.02	18.37
		SD	4.79	4.78	4.74	4.36	4.78	5.20	4.45	5.21	5.00	4.75
		N	23	62	95	114	68	65	47	37	50	45
Partial Completion	Pre	$\overline{X}$	18.00	17.00	17.33	17.77	17.11	17.09	17.69	22.43	17.11	18.27
		SD	5.63	4.78	3.25	4.61	4.76	5.86	4.11	3.10	4.86	4.31
	Post	X	18.43	18.85	17.56	18.00	17.33	16.45	18.62	21.57	17.22	17.18
		SD	6.24	3.36	4.22	4.28	4.53	5.65	3.38	2.70	5.19	4.96
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\overline{X}$	17.65	17.00	16.44	18.03	15.14	18.11	19.33	16.33	17.50	18.50
		SD	3.81	4.75	5.74	4.33	4.88	4.78	8.50	4.16	5.18	4.89
	Post	X	15.24	17.80	15.75	17.55	17.93	17.78	19.00	18.67	18.33	18.33
		SD	4.98	4.87	6.01	4.95	3.10	5.45	3.46	4.51	4.21	5.27
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,594.73	1	3,594.73	205.23	<.001
Counselor	32.93	2	16.47	.94	.391
Completion	202.41	9	22.49	1.28	.241
Interaction	218.68	18	12.15	.69	.820
Covariate: Pretest	4,142.84	1	4,142.84	236.52	<.001
Error	14,660.58	837	17.52	----	----

Table III.119

Feeling Reactivity: Counselor by Completion

Group	Testing		Counselor									
			A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\overline{X}$	13.43	15.05	17.27	14.59	13.81	14.38	13.64	14.81	14.80	13.90
		SD	1.88	2.72	2.75	2.74	3.09	2.82	2.65	3.20	2.72	3.18
	Post	$\overline{X}$	14.70	16.10	14.82	14.14	14.69	15.52	14.89	14.41	14.84	15.43
		SD	2.40	3.31	3.28	3.02	3.19	2.94	2.52	3.44	4.01	3.04
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\overline{X}$	14.00	13.46	13.44	14.03	14.00	13.45	13.08	15.57	14.22	14.00
		SD	4.08	2.63	2.62	3.22	4.21	2.66	2.36	3.74	3.11	2.76
	Post	$\overline{X}$	13.71	14.15	14.33	14.97	13.89	14.64	14.62	17.14	15.33	14.18
		SD	4.11	2.61	2.00	2.20	3.22	2.54	2.60	2.67	2.00	2.79
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\overline{X}$	13.59	13.33	14.50	14.58	13.07	14.56	16.00	14.67	13.83	15.33
		SD	3.10	2.61	3.16	3.09	2.13	2.60	3.00	1.15	3.04	1.03
	Post	$\overline{X}$	12.71	13.73	12.13	13.39	14.93	14.67	15.67	15.67	14.00	16.67
		SD	4.16	3.81	4.77	3.52	2.76	3.84	2.52	3.51	3.38	1.51
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,915.75	1	2,915.75	321.77	$< .001$
Counselor	26.20	2	13.10	1.45	.236
Completion	130.08	9	14.45	1.59	.112
Interaction	234.98	18	13.05	1.44	.105
Covariate: Pretest	852.66	1	852.66	94.10	$< .001$
Error	7,584.57	837	9.06	----	----

Table III.120

Spontaneity: Counselor by Completion

Group	Testing		A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\bar{X}$	11.30	11.53	10.63	10.94	10.63	11.65	10.72	11.59	11.40	10.78
		SD	1.89	2.66	2.31	2.38	3.06	2.22	2.58	2.22	2.94	2.63
	Post	$\bar{X}$	12.35	12.44	11.46	11.32	11.60	12.40	11.45	11.70	12.20	12.02
		SD	2.60	2.58	2.57	2.51	2.60	2.22	2.42	3.08	3.07	2.72
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\bar{X}$	11.43	10.00	10.94	11.03	10.33	9.45	10.00	11.71	12.11	10.18
		SD	.98	2.86	2.29	2.66	1.50	2.21	1.91	2.56	1.83	1.89
	Post	$\bar{X}$	12.57	10.08	11.56	10.77	10.44	11.00	11.08	12.29	10.89	11.27
		SD	2.51	2.96	2.20	3.13	3.32	2.10	2.81	2.36	2.26	1.85
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\bar{X}$	9.65	10.07	10.63	11.18	10.07	10.67	9.67	11.67	10.33	11.33
		SD	3.06	2.79	2.47	2.85	2.59	2.40	4.04	2.89	2.61	1.51
	Post	$\bar{X}$	10.00	10.47	9.81	10.53	10.21	9.56	12.00	11.33	9.83	12.67
		SD	3.62	2.95	3.73	3.17	2.26	3.00	1.00	2.08	3.24	1.03
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,848.32	1	1,848.32	299.40	<.001
Counselor	80.98	2	40.49	6.56	.001
Completion	70.03	9	7.78	1.26	.255
Interaction	95.36	18	5.30	.86	.631
Covariate: Pretest	921.06	1	921.06	149.20	<.001
Error	5,167.19	837	6.17	----	----

Table III.121

Self-Regard: Counselor by Completion

Group	Testing		Counselor									
			A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\overline{X}$	11.39	11.24	10.82	11.62	11.85	11.82	10.96	12.14	11.26	10.83
		SD	2.27	2.82	2.82	2.47	8.26	2.00	3.03	2.03	2.62	2.63
	Post	$\overline{X}$	12.17	12.48	12.07	11.92	11.91	12.32	11.87	12.00	11.94	12.00
		SD	2.76	2.52	2.69	2.79	2.58	2.43	2.75	2.99	3.05	2.49
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\overline{X}$	9.43	9.46	11.50	10.70	9.44	9.73	10.85	11.00	11.56	11.27
		SD	3.41	2.57	2.68	2.41	3.13	2.69	2.19	2.45	2.46	2.57
	Post	$\overline{X}$	10.57	11.38	11.83	10.93	10.11	11.55	11.92	12.86	11.89	11.91
		SD	3.69	2.47	2.28	2.75	4.08	2.02	1.89	2.27	2.32	2.59
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\overline{X}$	9.82	10.33	10.63	11.76	11.64	9.00	10.33	12.33	10.67	13.83
		SD	2.79	3.13	1.96	2.51	2.59	2.29	5.69	2.31	2.31	1.72
	Post	$\overline{X}$	10.06	11.20	9.81	10.03	11.57	9.33	12.00	13.33	9.42	12.33
		SD	3.75	2.01	3.56	2.75	2.90	2.00	3.00	2.31	3.03	3.20
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	6,338.29	1	6,338.29	884.08	$<.001$
Counselor	88.19	2	44.09	6.15	.002
Completion	92.61	9	10.29	1.44	.168
Interaction	121.11	18	6.73	.94	.531
Covariate: Pretest	233.34	1	233.34	32.55	$<.001$
Error	6,000.76	837	7.17	----	----

Table III.122

Self-Acceptance: Counselor by Completion

Group	Testing		Counselor									
			A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\bar{X}$	13.78	13.98	13.65	14.28	14.18	14.89	13.43	14.81	14.68	13.83
		SD	3.73	3.18	3.36	3.57	3.40	3.05	3.62	2.90	3.09	3.60
	Post	X	14.43	15.44	14.46	14.73	14.69	16.02	14.94	15.76	14.74	14.72
		SD	3.64	3.81	3.87	3.08	3.57	3.53	2.95	3.78	3.99	3.04
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\bar{X}$	14.43	13.00	14.56	14.17	14.56	13.55	14.15	15.71	14.44	15.36
		SD	3.69	3.87	2.64	3.71	2.65	2.46	2.58	3.45	3.61	2.84
	Post	X	16.57	14.77	14.78	14.83	14.00	13.36	16.62	16.43	14.22	15.09
		SD	2.99	2.77	3.14	3.72	4.66	3.17	2.79	2.70	2.22	2.43
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\bar{X}$	13.71	14.33	13.94	14.55	12.86	13.67	16.33	12.67	12.92	14.33
		SD	3.29	3.20	4.54	3.61	2.66	2.00	6.35	2.52	2.84	3.44
	Post	X	13.88	13.60	12.25	14.26	13.86	15.00	14.33	15.00	13.92	16.17
		SD	5.82	3.94	4.73	3.44	3.32	3.39	4.16	2.00	2.11	2.32
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,168.91	1	3,168.91	301.42	<.001
Counselor	30.03	2	15.02	1.43	.240
Completion	89.24	9	9.92	.94	.487
Interaction	182.58	18	10.14	.96	.499
Covariate	1,729.24	1	1,729.24	164.48	<.001
Error	8,799.71	837	10.51	----	----

Table III.123

Nature of Man: Counselor by Completion

			Completion									
Group	Testing		A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\bar{X}$	10.57	11.53	11.13	11.50	10.81	11.52	11.36	10.92	11.59	10.63
		SD	2.61	2.16	2.19	1.93	2.15	1.71	2.09	2.25	1.96	1.97
	Post	$\bar{X}$	10.78	11.45	10.95	11.51	11.09	10.97	11.83	11.22	11.14	11.04
		SD	1.83	2.04	2.43	2.04	2.20	2.10	2.13	2.27	2.69	2.21
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\bar{X}$	12.00	11.62	10.83	11.43	10.56	9.73	11.69	11.00	10.67	10.00
		SD	2.65	1.61	2.15	1.79	1.51	1.74	2.18	2.00	1.32	3.03
	Post	$\bar{X}$	11.43	10.31	12.17	11.00	10.44	11.00	11.46	10.00	11.44	11.55
		SD	1.90	2.06	1.54	2.44	3.21	1.84	1.61	1.41	2.30	2.11
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\bar{X}$	10.65	11.00	10.94	10.63	11.57	10.33	10.00	12.00	11.00	11.33
		SD	1.90	2.00	1.81	1.92	1.45	1.87	1.73	1.00	2.04	1.75
	Post	$\bar{X}$	10.35	9.47	9.06	9.79	11.79	8.89	11.67	11.67	9.83	11.33
		SD	3.32	2.90	3.04	2.43	2.08	2.20	2.08	.58	3.30	2.66
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,462.51	1	1,462.51	303.46	<.001
Counselor	37.10	2	18.55	3.85	.022
Completion	53.27	9	5.92	1.23	.274
Interaction	144.33	18	8.02	1.66	.040
Covariate: Pretest	338.47	1	338.47	70.23	<.001
Error	4,033.82	837	4.82	----	----

Table III.124

Synergy: Counselor by Completion

			Completion									
Group	Testing		A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\overline{X}$	6.43	6.37	6.20	6.58	6.07	6.34	6.19	6.24	6.42	6.30
		SD	1.20	1.22	1.43	1.26	1.57	1.47	1.31	1.48	1.26	1.46
	Post	$\overline{X}$	6.09	6.69	6.35	6.58	6.18	6.51	6.47	6.41	6.50	5.89
		SD	1.35	1.35	1.41	1.96	1.59	1.37	1.65	1.74	1.64	1.65
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\overline{X}$	6.14	6.23	5.56	6.33	6.00	6.09	6.23	6.43	6.22	5.91
		SD	.90	1.24	1.50	1.32	1.32	1.45	1.42	.79	1.92	1.30
	Post	$\overline{X}$	6.57	5.46	6.17	6.07	5.44	6.27	5.85	6.14	6.33	6.45
		SD	.98	1.13	1.04	1.48	1.94	1.68	1.52	1.46	1.41	1.29
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\overline{X}$	5.53	5.93	5.94	6.32	5.86	5.67	6.00	6.00	6.17	5.83
		SD	1.46	1.53	.93	1.25	1.41	1.66	1.00	1.00	1.03	1.17
	Post	$\overline{X}$	4.71	5.87	5.63	5.58	6.29	4.89	7.00	6.00	5.17	6.00
		SD	1.69	1.51	2.09	2.32	.91	1.36	1.00	1.00	1.90	.89
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	515.82	1	515.82	218.67	< .001
Counselor	18.59	2	9.29	3.94	.020
Completion	7.80	9	.87	.37	.950
Interaction	58.27	18	3.24	1.37	.137
Covariate: Pretest	228.23	1	228.23	96.75	< .001
Error	1,974.41	837	2.36	----	----

Table III.125

Acceptance of Aggression: Counselor by Completion

Group	Testing		Counselor									
			A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\bar{X}$	15.09	14.65	14.56	15.28	14.29	15.06	14.13	15.43	15.44	15.13
		SD	2.78	2.98	3.09	3.10	3.20	2.75	3.33	3.47	2.67	3.20
	Post	$\bar{X}$	15.17	16.48	15.54	14.97	14.93	16.11	15.36	14.70	15.42	15.72
		SD	3.97	2.97	3.58	3.01	3.03	3.26	2.85	3.65	4.19	3.12
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\bar{X}$	14.00	14.31	14.11	14.63	14.33	12.55	14.15	15.71	15.67	15.00
		SD	3.37	3.30	3.07	3.08	2.55	2.94	2.41	2.93	3.61	2.83
	Post	$\bar{X}$	15.29	15.38	15.17	15.40	14.67	15.55	14.92	16.71	14.78	14.18
		SD	2.14	2.33	3.03	2.81	2.69	2.88	2.87	2.69	2.44	2.71
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\bar{X}$	13.76	14.00	15.13	15.08	13.14	14.67	15.67	14.33	14.67	14.83
		SD	2.93	3.36	3.52	2.99	3.39	2.06	6.11	3.06	2.46	2.23
	Post	$\bar{X}$	12.65	13.60	13.00	13.66	14.86	15.56	16.33	15.00	14.75	17.00
		SD	3.66	4.29	5.30	3.56	1.99	3.40	1.53	4.00	2.73	2.28
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,866.13	1	2,866.13	305.90	$<.001$
Counselor	27.95	2	13.97	1.49	.226
Completion	108.47	9	12.05	1.29	.240
Interaction	240.07	18	13.34	1.42	.112
Covariate: Pretest	1,256.32	1	1,256.32	134.09	$<.001$
Error	7,842.31	837	9.37	----	----

Table III.126

Capacity for Intimate Contact: Counselor by Completion

Group	Testing		Counselor A	B	C	D	E	F	G	H	J	K
Full Completion	Pre	$\overline{X}$	14.83	16.02	16.32	16.45	15.76	16.32	15.66	17.08	16.54	16.04
		SD	2.55	3.60	3.26	3.30	3.92	3.16	3.07	3.59	3.79	3.39
	Post	$\overline{X}$	16.43	18.39	16.86	16.53	17.03	18.20	17.98	17.35	17.72	17.52
		SD	3.33	4.35	4.08	3.35	3.98	3.78	3.13	4.28	4.24	4.17
		N	23	62	95	114	68	65	47	37	50	46
Partial Completion	Pre	$\overline{X}$	14.14	14.31	15.06	15.13	15.00	13.45	14.85	18.29	16.11	16.00
		SD	5.30	4.63	3.57	3.76	4.36	3.08	3.78	2.81	2.93	3.82
	Post	$\overline{X}$	16.43	16.46	16.67	16.37	16.00	15.27	16.69	18.86	15.56	16.73
		SD	4.86	2.47	3.46	3.76	3.87	3.93	1.44	3.18	4.75	3.61
		N	7	13	18	30	9	11	13	7	9	11
No Completion	Pre	$\overline{X}$	15.82	15.53	15.38	15.66	13.43	15.22	19.33	15.00	16.00	17.33
		SD	3.26	3.09	4.57	3.93	4.13	3.23	4.73	3.61	5.43	3.08
	Post	$\overline{X}$	14.53	17.07	14.50	15.58	15.64	15.78	19.67	20.00	16.67	18.33
		SD	4.68	3.92	5.66	5.04	3.08	5.19	.58	3.00	3.58	2.66
		N	17	15	16	38	14	9	3	3	12	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,908.07	1	2,908.07	297.22	<.001
Counselor	36.69	2	18.34	1.40	.248
Completion	189.48	9	21.05	1.60	.110
Interaction	203.76	18	11.32	.86	.627
Covariate: Pretest	1,986.64	1	1,986.64	151.09	<.001
Error	11,005.49	837	13.15	----	----

Table III.127

16PF A Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	**Testing**	**Caucasian**	**Indian**	**Chicano**
Male	Pre $\bar{X}$	7.47	7.46	7.71
	SD	2.13	2.22	2.23
	Post $\bar{X}$	7.05	6.77	7.21
	SD	2.11	2.24	2.46
	N	215	13	14
Married Female	Pre $\bar{X}$	7.90	7.44	7.43
	SD	2.23	2.42	1.79
	Post $\bar{X}$	7.57	7.50	7.57
	SD	2.19	1.90	1.70
	N	205	16	14
Single Female	Pre $\bar{X}$	8.19	8.00	6.00
	SD	2.02	1.41	1.41
	Post $\bar{X}$	8.10	8.00	7.00
	SD	2.04	2.68	1.41
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	526.48	1	526.48	141.99	<.001
Sex/Marital Status	10.80	2	5.40	1.46	.234
Ethnic Group	.12	2	.06	.02	.983
Interaction	1.51	4	.38	.11	.982
Covariate: Pretest	466.81	1	466.81	125.10	< .001
Error	2,054.18	554	3.71		

Table III.128

16PF B Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\bar{X}$	4.06	2.92	2.93
	SD	1.69	1.71	1.07
	Post $\bar{X}$	3.93	3.62	3.21
	SD	1.55	1.45	1.25
	N	215	13	14
Married Female	Pre $\bar{X}$	4.05	3.50	3.00
	SD	1.43	.97	1.62
	Post $\bar{X}$	4.06	3.75	3.71
	SD	1.57	1.24	1.68
	N	205	16	14
Single Female	Pre $\bar{X}$	4.19	3.17	2.50
	SD	1.52	1.17	2.12
	Post $\bar{X}$	4.13	3.83	3.00
	SD	1.46	.98	1.41
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	250.98	1	250.98	131.35	<.001
Sex/Marital Status	.82	2	.41	.22	.806
Ethnic Group	.64	2	.32	.17	.845
Interaction	1.49	4	.37	.20	.941
Covariate: Pretest	234.64	1	234.64	122.80	<.001
Error	1,058.55	554	1.91		

Table III.129

16PF C Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\bar{X}$	6.51	6.54	7.93
	SD	2.24	2.73	2.02
	Post $\bar{X}$	6.91	7.54	8.29
	SD	2.29	2.85	2.16
	N	215	13	14
Married Female	Pre $\bar{X}$	5.95	5.19	6.71
	SD	2.45	2.56	2.37
	Post $\bar{X}$	6.57	6.81	6.71
	SD	2.23	2.34	2.37
	N	205	16	14
Single Female	Pre $\bar{X}$	5.43	6.00	9.00
	SD	2.57	2.90	1.41
	Post $\bar{X}$	6.32	5.83	9.50
	SD	2.58	2.79	.71
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	820.18	1	820.18	179.70	<.001
Sex/Marital Status	6.92	2	3.46	.76	.414
Ethnic Group	9.28	2	4.64	1.02	.362
Interaction	18.18	4	4.54	1.00	.409
Covariate: Pretest	484.77	1	484.77	106.21	<.001
Error	2,528.53	554	4.56		

Table III.130

16PF E Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\bar{X}$	5.63	4.23	4.07
	SD	2.11	2.45	2.13
	Post $\bar{X}$	5.83	4.62	5.80
	SD	2.12	2.22	1.61
	N	215	13	14
Married Female	Pre $\bar{X}$	4.43	3.75	3.79
	SD	2.26	1.77	1.67
	Post $\bar{X}$	4.87	4.69	4.57
	SD	2.19	2.27	2.31
	N	205	16	14
Single Female	Pre $\bar{X}$	4.82	4.33	4.00
	SD	2.06	1.37	2.83
	Post $\bar{X}$	4.92	4.33	3.50
	SD	2.02	2.42	3.54
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	360.51	1	360.51	104.36	< .001
Sex/Marital Status	13.44	2	6.72	1.95	.144
Ethnic Group	1.58	2	.79	.23	.796
Interaction	11.32	4	2.83	.82	.513
Covariate: Pretest	631.90	1	631.90	182.93	< .001
Error	1,913.75	554	3.45		

Table III.131

16PF F Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\overline{X}$	6.92	4.92	6.07
	SD	2.17	1.89	2.53
	Post $\overline{X}$	7.00	6.69	7.43
	SD	1.94	2.78	1.40
	N	215	13	14
Married Female	Pre $\overline{X}$	6.53	5.13	6.64
	SD	2.21	2.50	1.45
	Post $\overline{X}$	6.72	6.13	6.50
	SD	2.11	1.89	1.87
	N	205	16	14
Single Female	Pre $\overline{X}$	6.78	5.50	8.00
	SD	2.23	1.76	.00
	Post $\overline{X}$	6.89	5.00	9.00
	SD	2.24	3.03	1.41
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	720.80	1	720.80	201.45	$<$.001
Sex/Marital Status	12.68	2	6.34	1.77	.171
Ethnic Group	10.17	2	5.08	1.42	.242
Interaction	23.82	4	5.95	1.66	.157
Covariate: Pretest	393.67	1	393.67	110.02	$<$.001
Error	1,982.28	554	3.58		

Table III.132

16PF G Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\overline{X}$	8.24	9.31	8.79
	SD	1.97	2.06	1.53
	Post $\overline{X}$	7.69	7.69	7.57
	SD	2.07	2.21	1.50
	N	215	13	14
Married Female	Pre $\overline{X}$	8.28	9.31	8.07
	SD	1.84	1.89	1.82
	Post $\overline{X}$	7.73	8.44	7.43
	SD	2.21	2.13	1.91
	N	205	16	14
Single Female	Pre $\overline{X}$	7.75	7.83	10.00
	SD	2.13	1.47	2.83
	Post $\overline{X}$	7.84	7.33	9.00
	SD	1.87	1.86	1.41
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	461.51	1	461.51	120.15	<.001
Sex/Marital Status	4.08	2	2.04	.53	.588
Ethnic Group	1.09	2	.54	.14	.868
Interaction	5.61	4	1.40	.37	.833
Covariate: Pretest	278.58	1	278.58	72.53	<.001
Error	2,127.94	554	3.84		

Table III.133

16PF H Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\bar{X}$	6.54	5.23	6.79
	SD	2.64	2.74	2.26
	Post $\bar{X}$	6.76	6.15	6.79
	SD	2.35	2.97	2.26
	N	215	13	14
Married Female	Pre $\bar{X}$	5.70	4.31	5.29
	SD	2.75	2.39	2.58
	Post $\bar{X}$	6.15	5.56	5.14
	SD	2.67	2.19	2.66
	N	205	16	14
Single Female	Pre $\bar{X}$	5.49	3.83	3.50
	SD	3.05	2.64	2.12
	Post $\bar{X}$	5.89	4.50	5.50
	SD	2.64	3.21	.71
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	466.05	1	466.05	113.12	<.001
Sex/Marital Status	3.60	2	1.80	.44	.647
Ethnic Group	.12	2	.06	.01	.986
Interaction	7.44	4	1.86	.45	.771
Covariate: Pretest	1,283.50	1	1,283.50	311.52	<.001
Error	2,282.54	554	4.12		

Table III.134

16PF I Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\bar{X}$	4.56	4.31	4.71
	SD	2.22	1.49	1.64
	Post $\bar{X}$	4.87	4.62	5.07
	SD	1.99	1.61	1.90
	N	215	13	14
Married Female	Pre $\bar{X}$	6.33	6.19	6.57
	SD	2.16	2.14	1.70
	Post $\bar{X}$	5.96	6.69	6.57
	SD	2.08	1.99	2.03
	N	205	16	14
Single Female	Pre $\bar{X}$	6.08	5.50	5.50
	SD	1.89	2.07	2.12
	Post $\bar{X}$	6.38	5.67	4.50
	SD	1.98	1.21	.71
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	437.83	1	437.83	134.81	$<$ .001
Sex/Marital Status	18.84	2	9.42	2.90	.056
Ethnic Group	1.60	2	.80	.25	.782
Interaction	16.20	4	4.05	1.25	.290
Covariate: Pretest	438.82	1	438.82	135.12	$<$ .001
Error	1,799.23	554	3.25		

Table III.135

16PF L Scale: Sex/Marital Status by Ethnic Group

Group	Testing	Caucasian	Indian	Chicano
		Ethnic Group		
Male	Pre $\bar{X}$	5.33	5.92	4.86
	SD	1.97	1.55	2.41
	Post $\bar{X}$	5.27	5.31	4.93
	SD	1.88	2.56	2.06
	N	215	13	14
Married Female	Pre $\bar{X}$	5.09	4.88	5.00
	SD	1.85	2.75	2.22
	Post $\bar{X}$	5.47	5.00	5.64
	SD	1.88	2.28	1.86
	N	205	16	14
Single Female	Pre $\bar{X}$	5.33	5.50	2.50
	SD	1.87	1.22	.71
	Post $\bar{X}$	5.32	4.17	3.50
	SD	1.99	2.23	.71
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	412.27	1	412.27	128.09	<.001
Sex/Marital Status	9.15	2	4.57	1.42	.242
Ethnic Group	10.19	2	5.10	1.58	.206
Interaction	6.10	4	1.52	.47	.755
Covariate: Pretest	289.10	1	289.10	89.82	<.001
Error	1,783.11	554	3.22		

Table III.136

16PF M Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\bar{X}$	4.97	4.38	5.36
	SD	1.99	2.26	1.78
	Post $\bar{X}$	5.32	5.62	4.50
	SD	1.94	2.47	1.45
	N	215	13	14
Married Female	Pre $\bar{X}$	4.58	3.69	4.43
	SD	1.86	1.89	1.50
	Post $\bar{X}$	4.87	5.56	5.07
	SD	1.96	1.67	1.49
	N	205	16	14
Single Female	Pre $\bar{X}$	5.15	4.67	3.00
	SD	2.04	2.50	1.41
	Post $\bar{X}$	5.33	5.17	4.50
	SD	1.66	1.47	.71
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	541.63	1	541.63	177.79	<.001
Sex/Marital Status	2.39	2	1.20	.39	.675
Ethnic Group	8.51	2	4.26	1.40	.248
Interaction	14.09	4	3.52	1.16	.329
Covariate: Pretest	298.33	1	298.33	97.92	<.001
Error	1,687.77	554	3.07		

Table III.137

16PF N Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	**Testing**	**Caucasian**	**Indian**	**Chicano**
Male	Pre $\bar{X}$	5.04	6.31	4.79
	SD	2.01	2.14	1.71
	Post $\bar{X}$	4.98	5.62	4.79
	SD	2.02	1.89	1.81
	N	215	13	14
Married Female	Pre $\bar{X}$	5.21	5.31	6.07
	SD	2.20	1.58	1.73
	Post $\bar{X}$	4.80	5.69	4.86
	SD	2.15	2.09	1.96
	N	205	16	14
Single Female	Pre $\bar{X}$	5.01	6.17	4.00
	SD	1.92	2.40	.00
	Post $\bar{X}$	4.71	5.50	3.50
	SD	2.29	3.02	.71
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	386.50	1	386.50	98.01	<.001
Sex/Marital Status	2.14	2	1.07	.27	.763
Ethnic Group	8.64	2	4.32	1.10	.335
Interaction	4.11	4	1.03	.26	.903
Covariate: Pretest	293.74	1	293.74	74.48	<.001
Error	2,184.78	554	3.94		

Table III.138

16PF O Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	**Testing**	**Caucasian**	**Indian**	**Chicano**
Male	Pre $\bar{X}$	5.88	7.00	6.21
	SD	2.44	2.94	2.99
	Post $\bar{X}$	5.21	4.92	5.14
	SD	2.29	2.18	2.21
	N	215	13	14
Married Female	Pre $\bar{X}$	7.58	8.25	8.00
	SD	2.54	2.57	2.25
	Post $\bar{X}$	6.40	7.00	7.07
	SD	2.63	2.90	2.87
	N	205	16	14
Single Female	Pre $\bar{X}$	7.41	7.50	4.00
	SD	2.69	2.07	.00
	Post $\bar{X}$	6.54	5.67	2.00
	SD	2.81	2.88	1.41
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	307.09	1	307.09	57.34	$<.001$
Sex/Marital Status	45.73	2	22.87	4.27	.014
Ethnic Group	16.99	2	8.49	1.59	.206
Interaction	32.29	4	8.07	1.51	.199
Covariate: Pretest	577.98	1	577.98	107.91	$<.001$
Error	2,967.26	554	5.36		

Table III.139

16PF Q_1 Scale: Sex/Marital Status by Ethnic Group

Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\overline{X}$	6.75	6.69	7.07
	SD	2.22	2.36	1.64
	Post $\overline{X}$	6.64	5.54	5.86
	SD	1.95	1.39	1.88
	N	215	13	14
Married Female	Pre $\overline{X}$	5.64	4.94	6.57
	SD	2.07	1.34	1.28
	Post $\overline{X}$	5.52	5.44	5.43
	SD	2.15	2.25	2.24
	N	205	16	14
Single Female	Pre $\overline{X}$	5.38	4.17	5.50
	SD	2.47	1.17	2.12
	Post $\overline{X}$	5.72	5.17	5.50
	SD	2.43	1.60	2.12
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	303.87	1	303.87	92.25	$<.001$
Sex/Marital Status	1.41	2	.70	.21	.808
Ethnic Group	6.25	2	3.13	.95	.388
Interaction	13.60	4	3.40	1.03	.390
Covariate: Pretest	617.10	1	617.10	187.33	$<.001$
Error	1,824.95	554	3.29		

Table III.140

16PF Q_2 Scale: Sex/Marital Status by Ethnic Group

			Ethnic Group		
Group	Testing		Caucasian	Indian	Chicano
Male	Pre	$\bar{X}$	4.91	4.77	5.93
		SD	2.26	2.05	2.56
	Post	$\bar{X}$	5.38	5.08	5.36
		SD	2.32	2.90	1.60
		N	215	13	14
Married Female	Pre	$\bar{X}$	4.54	5.69	5.57
		SD	2.11	1.58	2.10
	Post	$\bar{X}$	5.04	5.25	4.79
		SD	2.08	1.98	1.93
		N	205	16	14
Single Female	Pre	$\bar{X}$	4.46	5.00	5.50
		SD	2.25	1.67	.71
	Post	$\bar{X}$	5.33	6.17	4.00
		SD	2.17	1.17	.00
		N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	399.54	1	399.54	101.56	<.001
Sex/Marital Status	2.50	2	1.25	.32	.728
Ethnic Group	12.86	2	6.43	1.63	.196
Interaction	6.74	4	1.68	.43	.788
Covariate: Pretest	474.61	1	474.61	120.64	<.001
Error	2,179.51	554	3.93		

Table III.141

16PF Q_3 Scale: Sex/Marital Status by Ethnic Group

Group	Testing		Ethnic Group Caucasian	Indian	Chicano
Male	Pre	$\overline{X}$	7.70	8.08	7.07
		SD	1.79	2.02	2.16
	Post	$\overline{X}$	7.47	6.46	7.35
		SD	2.06	2.63	2.41
		N	215	13	14
Married Female	Pre	$\overline{X}$	6.93	7.00	6.29
		SD	2.04	1.55	1.27
	Post	$\overline{X}$	7.09	6.88	6.64
		SD	2.10	2.33	1.74
		N	205	16	14
Single Female	Pre	$\overline{X}$	7.00	6.83	9.50
		SD	2.09	2.04	2.12
	Post	$\overline{X}$	7.53	7.17	9.50
		SD	1.99	.98	.71
		N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	579.82	1	579.82	150.65	$<.001$
Sex/Marital Status	9.24	2	4.62	1.20	.302
Ethnic Group	10.43	2	5.21	1.35	.259
Interaction	9.15	4	2.29	.59	.667
Covariate: Pretest	262.87	1	262.87	68.30	$<.001$
Error	2,132.21	554	3.85		

Table III.142

16PF Q_4 Scale: Sex/Marital Status by Ethnic Group

		Ethnic Group		
Group	Testing	Caucasian	Indian	Chicano
Male	Pre $\bar{X}$	6.27	5.08	5.29
	SD	2.38	1.85	2.79
	Post $\bar{X}$	5.60	4.85	5.14
	SD	2.24	1.57	1.66
	N	215	13	14
Married Female	Pre $\bar{X}$	7.41	6.94	8.71
	SD	2.37	2.26	2.20
	Post $\bar{X}$	6.46	6.69	7.50
	SD	2.32	2.47	1.79
	N	205	16	14
Single Female	Pre $\bar{X}$	7.30	4.33	3.00
	SD	2.17	1.21	1.41
	Post $\bar{X}$	6.32	6.33	3.00
	SD	2.35	2.50	1.41
	N	79	6	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	466.98	1	466.98	110.17	$<.001$
Sex/Marital Status	20.48	2	10.24	2.42	.090
Ethnic Group	7.75	2	3.88	.91	.401
Interaction	17.23	4	4.31	1.02	.398
Covariate: Pretest	481.22	1	481.22	113.53	$<.001$
Error	2,348.20	554	4.24		

Table III.143

16PF A Scale: Sex by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
Male	Pre $\bar{X}$	7.45	8.00	7.35
	SD	2.13	.00	2.21
	Post $\bar{X}$	7.21	3.00	6.42
	SD	2.07	.00	2.16
	N	200	1	43
Female	Pre $\bar{X}$	8.05	7.39	7.96
	SD	2.18	2.11	2.10
	Post $\bar{X}$	8.02	7.29	7.08
	SD	2.08	1.81	2.17
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	195.64	1	195.64	57.90	<.001
Sex	28.48	1	28.48	8.43	.004
Completion	71.23	2	35.62	10.54	<.001
Interaction	16.31	2	8.15	2.41	.090
Covariate: Pretest	484.74	1	484.74	143.47	< .001
Error	1,919.12	568	3.38		

Table III.144

16PF B Scale: Sex by Completion

Group	Testing	Completion		
		Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	4.05	5.00	3.35
	SD	1.69	.00	1.62
	Post $\bar{X}$	3.99	5.00	3.37
	SD	1.56	.00	1.29
	N	200	1	43
Female	Pre $\bar{X}$	4.20	3.82	3.20
	SD	1.42	1.58	1.24
	Post $\bar{X}$	4.22	3.91	3.51
	SD	1.52	1.49	1.34
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	138.21	1	138.21	74.69	< .001
Sex	.05	1	.05	.03	.864
Completion	7.30	2	3.65	1.97	.140
Interaction	6.10	2	.30	.16	.848
Covariate: Pretest	228.94	1	228.94	123.72	< .001
Error	1,051.09	568	1.85		

Table III.145

16PF C Scale: Sex by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\overline{X}$	6.64	8.00	6.28
	SD	2.30	.00	2.12
	Post $\overline{X}$	7.21	7.00	6.21
	SD	2.29	.00	2.41
	N	200	1	43
Female	Pre $\overline{X}$	5.94	5.84	5.57
	SD	2.50	2.32	2.87
	Post $\overline{X}$	6.75	6.18	6.22
	SD	2.34	2.24	2.30
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	410.77	1	410.77	91.74	$<.001$
Sex	.01	1	.01	.00	.963
Completion	29.88	2	14.94	3.34	.036
Interaction	4.31	2	2.15	.48	.619
Covariate: Pretest	489.19	1	489.19	109.25	$<.001$
Error	2,543.29	568	4.48		

Table III.146

16PF E Scale: Sex by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
Male	Pre $\bar{X}$	5.44	4.00	5.47
	SD	2.16	.00	2.32
	Post X	5.78	5.00	5.63
	SD	2.12	.00	2.13
	N	200	1	43
Female	Pre $\bar{X}$	4.42	4.42	4.80
	SD	2.19	2.16	1.97
	Post X	4.81	4.75	5.29
	SD	2.14	2.15	2.25
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	209.13	1	209.13	61.23	$<.001$
Sex	.81	1	.81	.24	.626
Completion	.31	2	.15	.04	.956
Interaction	3.84	2	1.92	.56	.570
Covariate: Pretest	670.67	1	670.67	196.35	$<.001$
Error	1,940.08	568	3.42		

Table III.147

16PF F Scale: Sex by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	6.88	6.00	6.14
	SD	2.02	.00	2.21
	Post $\bar{X}$	7.04	6.00	6.81
	SD	1.99	.00	1.94
	N	200	1	43
Female	Pre $\bar{X}$	6.54	6.42	6.33
	SD	2.27	2.20	2.10
	Post $\bar{X}$	6.89	6.56	6.29
	SD	2.11	2.12	2.11
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	385.63	1	385.63	110.27	$<.001$
Sex	.05	1	.05	.01	.906
Completion	4.66	2	2.33	.67	.514
Interaction	6.50	2	3.25	.93	.396
Covariate: Pretest	419.69	1	419.69	120.01	$<.001$
Error	1,986.33	568	3.50		

Table III.148

16PF G Scale: Sex by Completion

			Completion		
Group	Testing		Full Completion	Partial Completion	No Completion
Male	Pre	$\bar{X}$	8.39	12.00	7.77
		SD	1.88	.00	2.17
	Post	$\bar{X}$	7.78	8.00	7.13
		SD	2.11	.00	1.67
		N	100	1	43
Female	Pre	$\bar{X}$	8.22	8.14	8.24
		SD	2.04	1.89	1.75
	Post	$\bar{X}$	8.09	7.72	6.96
		SD	1.97	1.86	2.41
		N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	305.4	1	305.4	84.3	<.001
Sex	1.9	1	1.2	.3	.567
Completion	46.7	2	23.3	6.5	.002
Interaction	10.5	2	5.3	1.5	.235
Covariate: Pretest	277.5	1	277.5	76.6	<.001
Error	2,056.9	568	3.6	----	----

Table III.149

16PF H Scale: Sex by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
		Completion		
Male	Pre $\bar{X}$	6.45	10.00	6.40
	SD	2.63	.00	2.65
	Post $\bar{X}$	6.75	7.00	6.47
	SD	2.35	.00	2.38
	N	200	1	43
Female	Pre $\bar{X}$	5.54	5.58	5.24
	SD	2.88	2.85	2.45
	Post $\bar{X}$	6.22	5.81	5.53
	SD	2.83	2.35	2.22
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	169.12	1	169.12	42.81	$<.001$
Sex	.97	1	.97	.25	.620
Completion	15.56	2	7.78	1.97	.140
Interaction	3.21	2	1.60	.41	.667
Covariate: Pretest	1,375.88	1	1,375.88	348.32	$<.001$
Error	2,243.63	568	3.95		

Table III.150

16PF I Scale: Sex by Completion

Group	Testing		Full Completion	Partial Completion	No Completion
			Completion		
Male	Pre	$\overline{X}$	4.51	6.00	4.77
		SD	2.22	.00	1.81
	Post	$\overline{X}$	4.75	4.00	5.23
		SD	1.90	.00	1.93
		N	200	1	43
Female	Pre	$\overline{X}$	6.33	6.16	6.04
		SD	2.07	2.01	2.03
	Post	$\overline{X}$	6.20	6.03	5.88
		SD	1.94	2.17	2.06
		N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	215.60	1	215.60	68.90	$<.001$
Sex	7.19	1	7.19	2.30	.130
Completion	2.76	2	1.38	.44	.644
Interaction	8.12	2	4.06	1.30	.274
Covariate: Pretest	425.80	1	425.80	136.08	$<.001$
Error	1,777.28	568	3.13		

Table III.151

16PF L Scale: Sex by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	5.30	8.00	5.49
	SD	1.92	.00	2.16
	Post $\bar{X}$	5.04	10.00	6.05
	SD	1.81	.00	2.16
	N	200	1	43
Female	Pre $\bar{X}$	4.99	5.35	5.53
	SD	1.86	2.06	1.85
	Post $\bar{X}$	5.17	5.80	5.63
	SD	1.93	1.79	1.84
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	398.19	1	398.19	129.40	$<.001$
Sex	11.16	1	11.16	3.63	.057
Completion	45.07	2	22.53	7.32	.001
Interaction	19.73	2	9.86	3.21	.041
Covariate: Pretest	263.90	1	263.90	85.76	$<.001$
Error	1,747.81	568	3.08		

Table III.152

16PF M Scale: Sex by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	5.03	4.00	4.91
	SD	2.07	.00	1.89
	Post $\bar{X}$	5.34	12.00	4.91
	SD	1.92	.00	1.69
	N	200	1	43
Female	Pre $\bar{X}$	4.88	4.18	4.59
	SD	1.95	1.79	1.88
	Post $\bar{X}$	5.02	4.89	5.35
	SD	2.01	1.52	1.47
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	512.85	1	512.85	178.04	$<.001$
Sex	44.38	1	44.38	15.41	$<.001$
Completion	50.40	2	25.20	8.75	$<.001$
Interaction	61.55	2	30.78	10.68	$<.001$
Covariate: Pretest	322.26	1	322.26	111.87	$<.001$
Error	1,636.15	568	2.88		

Table III.153

16PF N Scale: Sex by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
		Completion		
Male	Pre $\bar{X}$	5.07	6.00	5.12
	SD	2.02	.00	2.01
	Post $\bar{X}$	4.80	8.00	5.81
	SD	1.99	.00	1.85
	N	200	1	43
Female	Pre $\bar{X}$	5.10	5.43	5.41
	SD	2.10	2.09	2.11
	Post $\bar{X}$	4.60	5.15	5.59
	SD	2.12	2.30	1.97
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	341.98	1	341.98	90.93	<.001
Sex	9.53	1	9.53	2.53	.112
Completion	74.83	2	37.42	9.95	<.001
Interaction	5.91	2	2.96	.79	.456
Covariate: Pretest	303.18	1	303.18	80.61	<.001
Error	2,136.17	568	2.76		

Table III.154

16PF O Scale: Sex by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	5.88	8.00	6.44
	SD	2.53	.00	2.37
	Post $\bar{X}$	5.13	5.00	5.51
	SD	2.30	.00	2.11
	N	200	1	43
Female	Pre $\bar{X}$	7.51	7.75	7.55
	SD	2.64	2.46	2.48
	Post $\bar{X}$	6.48	6.66	6.16
	SD	2.80	2.60	2.32
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	199.00	1	199.00	37.38	$<.001$
Sex	6.67	1	6.67	1.25	.264
Completion	1.34	2	.67	1.13	.882
Interaction	5.84	2	2.92	.55	.578
Covariate: Pretest	590.65	1	590.65	110.95	$<.001$
Error	3,023.83	568	5.32		

Table III.155

16PF Q_1 Scale: Sex by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	6.75	8.00	6.77
	SD	2.29	.00	1.65
	Post $\bar{X}$	6.63	6.00	6.07
	SD	1.99	.00	1.59
	N	200	1	43
Female	Pre $\bar{X}$	5.41	5.70	5.84
	SD	2.24	1.85	1.71
	Post $\bar{X}$	5.63	5.59	5.41
	SD	2.56	2.13	1.92
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	153.34	1	153.34	48.64	$<$.001
Sex	.06	1	.06	.02	.893
Completion	20.37	2	10.19	3.23	.040
Interaction	1.42	2	.71	.23	.798
Covariate: Pretest	662.89	1	662.89	210.28	$<$.001
Error	1,790.62	568	3.15		

Table III.156

16PF Q_2 Scale: Sex by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\overline{X}$	4.90	6.00	5.26
	SD	2.26	.00	2.35
	Post $\overline{X}$	5.31	10.00	5.40
	SD	2.37	.00	1.90
	N	200	1	43
Female	Pre $\overline{X}$	4.63	4.99	4.88
	SD	2.15	2.02	2.08
	Post $\overline{X}$	4.94	5.27	5.59
	SD	2.19	1.69	1.94
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	413.69	1	413.69	106.86	$<.001$
Sex	16.26	1	16.26	4.20	.041
Completion	21.23	2	10.61	2.74	.065
Interaction	23.02	2	11.51	2.97	.052
Covariate: Pretest	444.72	1	444.72	114.88	$<.001$
Error	2,198.83	568	3.87		

Table III.157

16PF Q_3 Scale: Sex by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\bar{X}$	7.70	7.00	7.58
	SD	1.86	.00	1.67
	Post $\bar{X}$	7.52	9.00	6.81
	SD	2.11	.00	2.00
	N	200	1	43
Female	Pre $\bar{X}$	7.17	6.67	6.43
	SD	1.96	2.04	1.99
	Post $\bar{X}$	7.43	6.86	6.94
	SD	2.01	1.99	1.95
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	447.97	1	447.97	121.33	<.001
Sex	1.79	1	1.79	.48	.487
Completion	16.77	2	8.38	2.27	.104
Interaction	8.24	2	4.12	1.12	.329
Covariate: Pretest	267.30	1	267.30	72.40	<.001
Error	2,097.11	568	3.69		

Table III.158

16PF Q_4 Scale: Sex by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
Male	Pre $\overline{X}$	6.09	6.00	6.33
	SD	2.42	.00	2.44
	Post $\overline{X}$	5.48	4.00	5.81
	SD	2.11	.00	2.46
	N	200	1	43
Female	Pre $\overline{X}$	7.26	7.65	7.08
	SD	2.40	2.19	2.46
	Post $\overline{X}$	6.33	6.77	6.45
	SD	2.42	2.08	2.05
	N	203	79	49

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	230.28	1	230.28	55.27	$<.001$
Sex	7.66	1	7.66	1.84	.176
Completion	5.03	2	2.51	.60	.547
Interaction	3.04	2	1.52	.36	.695
Covariate: Pretest	496.71	1	496.71	119.22	$<.001$
Error	2,366.52	568	4.17		

Table III.159

16PF A Scale: Sex/Marital Status by Age

		Age				
Group	**Testing**	**Under 21**	**21-25**	**26-30**	**31-35**	**Over 35**
Male	Pre $\bar{X}$	7.45	7.53	7.17	7.59	7.40
	SD	2.28	1.97	2.02	2.67	2.30
	Post $\bar{X}$	7.15	7.03	6.69	8.09	6.90
	SD	1.94	2.19	2.06	2.47	2.02
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	7.87	7.85	7.28	8.41	8.15
	SD	2.18	2.23	2.37	2.12	2.08
	Post $\bar{X}$	7.66	7.57	7.03	8.12	7.38
	SD	2.02	2.25	2.24	1.22	2.79
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	8.72	8.36	7.82	6.75	7.18
	SD	2.44	1.62	2.11	1.91	1.94
	Post $\bar{X}$	8.22	7.91	8.68	6.75	7.45
	SD	1.77	1.93	2.10	2.49	2.07
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	702.51	1	702.51	194.07	$<$ .001
Sex/Marital Status	12.28	2	6.14	1.70	.184
Age	5.45	4	1.36	.38	.825
Interaction	37.59	8	4.70	1.30	.242
Covariate: Pretest	461.68	1	461.68	127.54	$<$ .001
Error	2,030.74	561	3.62		

Table III.160

16PF B Scale: Sex/Marital Status by Age

		Age				
Group	Testing	Under 21	21-25	26-30	31-35	Over 35
Male	Pre $\bar{X}$	4.16	3.94	4.12	3.36	3.45
	SD	1.44	1.76	1.71	1.87	1.73
	Post $\bar{X}$	3.84	3.90	4.08	3.95	3.35
	SD	1.50	1.55	1.36	1.73	1.76
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	4.01	4.01	3.66	3.35	4.15
	SD	1.48	1.66	1.10	1.00	.99
	Post $\bar{X}$	4.18	3.91	3.66	3.88	4.23
	SD	1.66	1.44	1.52	1.50	1.24
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	3.67	4.48	3.63	4.25	4.18
	SD	1.78	1.28	1.47	1.75	1.78
	Post $\bar{X}$	4.28	4.21	4.31	3.75	3.09
	SD	1.23	1.58	1.25	1.98	1.14
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	355.14	1	355.14	190.25	< .001
Sex/Marital Status	1.61	2	.80	.43	.651
Age	9.99	4	2.50	1.34	.254
Interaction	22.49	8	2.81	1.51	.152
Covariate: Pretest	255.03	1	255.03	136.63	< .001
Error	1,047.20	561	1.87		

Table III.161

16PF C Scale: Sex/Marital Status by Age

		Age				
Group	Testing	Under 21	21-25	26-30	31-35	Over 35
Male	Pre $\bar{X}$	6.75	6.48	6.83	6.23	6.45
	SD	2.30	2.20	2.56	2.09	1.99
	Post $\bar{X}$	6.51	6.89	7.71	7.59	6.80
	SD	2.37	2.27	2.24	2.32	2.35
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	6.11	6.80	5.56	6.06	6.69
	SD	2.47	2.46	2.42	2.38	2.66
	Post $\bar{X}$	6.40	6.24	7.31	6.94	7.31
	SD	2.37	2.15	2.02	2.19	2.21
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	5.33	5.03	6.36	5.00	6.55
	SD	2.45	2.66	2.30	2.39	3.33
	Post $\bar{X}$	5.89	5.88	7.36	6.63	6.64
	SD	3.43	2.33	1.71	1.69	3.29
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,384.66	1	1,384.66	307.71	< .001
Sex/Marital Status	3.88	2	1.94	.43	.650
Age	83.73	4	20.93	4.65	.001
Interaction	10.63	8	1.33	.30	.968
Covariate: Pretest	486.22	1	486.22	108.05	< .001
Error	2,524.45	561	4.50		

Table III.162

16PF E Scale: Sex/Marital Status by Age

		Age				
Group	**Testing**	**Under 21**	**21-25**	**26-30**	**31-35**	**Over 35**
Male	Pre $\bar{X}$	5.45	5.56	5.32	5.27	5.30
	SD	2.19	2.04	2.30	2.71	1.98
	Post $\bar{X}$	5.75	6.11	5.42	5.36	5.30
	SD	2.16	2.13	1.90	2.50	1.75
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	4.70	4.11	4.28	4.65	2.92
	SD	2.25	2.17	1.99	2.42	1.11
	Post $\bar{X}$	5.25	4.70	4.53	4.71	3.54
	SD	2.17	2.13	2.34	2.20	1.90
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	4.83	4.24	5.27	3.88	5.55
	SD	1.58	1.87	2.45	2.03	1.92
	Post $\bar{X}$	5.17	4.85	4.95	4.50	4.27
	SD	2.20	2.06	1.70	2.39	2.94
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	575.19	1	575.19	166.83	< .001
Sex/Marital Status	20.68	2	10.34	3.00	.051
Age	29.91	4	7.48	2.19	.071
Interaction	10.01	8	1.25	.36	.940
Covariate: Pretest	635.43	1	635.43	184.30	< .001
Error	1,934.24	561	3.45		

Table III.163

16PF F Scale: Sex/Marital Status by Age

Group	Testing	Under 21	21-25	26-30	31-35	Over 35
		Age				
Male	Pre $\bar{X}$	6.71	6.97	6.58	6.77	6.25
	SD	2.08	2.18	2.28	2.60	2.17
	Post $\bar{X}$	6.75	7.15	6.75	7.45	7.15
	SD	1.98	1.90	1.78	2.26	2.39
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	6.37	6.41	6.59	6.29	6.31
	SD	2.04	2.39	2.51	2.37	2.53
	Post $\bar{X}$	6.62	6.62	6.69	7.35	6.23
	SD	1.90	2.29	2.36	2.21	1.59
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	7.44	6.30	6.95	5.75	7.09
	SD	1.65	2.65	1.65	1.83	2.34
	Post $\bar{X}$	7.44	6.82	6.68	6.50	6.18
	SD	1.95	2.27	1.84	2.67	3.37
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,008.43	1	1,008.43	278.62	< .001
Sex/Marital Status	7.90	2	3.95	1.09	.337
Age	12.57	4	3.14	.87	.483
Interaction	18.89	8	2.36	.65	.734
Covariate: Pretest	402.49	1	402.49	111.21	< .001
Error	2,030.44	561	3.62		

Table III.164

16PF G Scale: Sex/Marital Status by Age

Group	Testing	Under 21	21-25	26-30	31-35	Over 35
		Age				
Male	Pre $\bar{X}$	8.00	8.16	8.40	9.50	8.35
	SD	1.83	1.77	1.96	1.74	2.94
	Post $\bar{X}$	7.36	7.52	7.56	9.00	8.10
	SD	2.13	1.92	2.13	1.[illegible]8	2.25
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	8.00	8.38	8.41	9.18	9.15
	SD	1.89	1.64	2.15	1.91	1.77
	Post $\bar{X}$	7.20	7.82	8.13	9.00	9.62
	SD	2.10	2.22	2.11	1.73	1.39
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	8.17	7.42	7.90	8.25	8.55
	SD	2.36	1.80	2.07	2.92	2.34
	Post $\bar{X}$	7.78	7.36	8.23	8.50	8.72
	SD	2.02	1.76	1.54	2.45	1.74
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	793.41	1	793.41	216.62	$< .001$
Sex/Marital Status	13.77	2	6.88	1.88	.154
Age	68.41	4	17.10	4.67	.001
Interaction	22.60	8	2.82	.77	.628
Covariate: Pretest	227.36	1	227.36	62.07	$< .001$
Error	2,054.75	561	3.66		

Table III.165

16PF H Scale: Sex/Marital Status by Age

		Age				
Group	Testing	Under 21	21-25	26-30	31-35	Over 35
Male	Pre $\bar{X}$	6.60	6.66	5.58	6.86	7.00
	SD	2.41	2.57	2.44	3.33	2.91
	Post $\bar{X}$	6.35	6.81	6.48	7.05	7.55
	SD	2.00	2.00	2.57	3.82	2.16
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	5.48	5.64	5.84	6.00	4.85
	SD	2.79	2.57	3.07	2.42	2.82
	Post $\bar{X}$	6.13	5.81	6.06	6.59	5.92
	SD	2.35	2.93	2.59	3.00	3.01
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	5.78	5.21	5.27	4.38	5.91
	SD	2.98	3.38	2.33	3.16	3.45
	Post $\bar{X}$	6.50	5.52	6.05	5.00	6.45
	SD	3.05	2.68	1.94	2.45	3.80
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	825.36	1	825.36	201.34	$<$ .001
Sex/Marital Status	4.33	2	2.17	.53	.590
Age	12.55	4	3.14	.77	.548
Interaction	25.03	8	3.13	.76	.635
Covariate: Pretest	1,340.28	1	1,340.28	326.96	$<$ .001
Error	2,299.67	561	4.10		

Table III.166

16PF I Scale: Sex/Marital Status by Age

		Age				
Group	Testing	Under 21	21-25	26-30	31-35	Over 35
Male	Pre $\bar{X}$	4.40	4.46	4.92	4.73	4.45
	SD	2.11	2.15	2.38	1.78	2.01
	Post $\bar{X}$	5.22	4.74	4.50	4.91	5.35
	SD	1.75	1.83	2.10	2.65	1.81
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	6.03	6.54	6.63	6.12	6.92
	SD	1.98	2.18	2.34	1.80	2.47
	Post $\bar{X}$	5.99	6.11	5.91	6.65	5.69
	SD	2.04	2.19	2.12	1.66	2.14
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	6.94	5.67	5.64	5.88	6.91
	SD	2.01	1.73	1.87	2.17	1.30
	Post $\bar{X}$	6.61	6.48	5.90	6.38	5.27
	SD	2.25	1.84	2.02	1.60	1.62
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	629.54	1	629.54	196.27	$<$ .001
Sex/Marital Status	13.56	2	6.78	2.11	.122
Age	26.16	4	6.54	2.04	.088
Interaction	45.08	8	5.63	1.76	.083
Covariate: Pretest	457.68	1	457.68	142.69	$<$ .001
Error	1,799.40	561	3.21		

Table III.167

16PF L Scale: Sex/Marital Status by Age

		Age				
Group	Testing	Under 21	21-25	26-30	31-35	Over 35
Male	Pre $\overline{X}$	5.45	5.38	5.54	4.59	5.10
	SD	2.03	1.81	2.21	1.71	2.07
	Post $\overline{X}$	5.33	5.56	4.92	4.73	4.75
	SD	1.76	1.80	2.04	1.86	2.51
	N	55	96	52	22	20
Married Female	Pre $\overline{X}$	5.26	4.84	5.13	5.06	5.00
	SD	2.02	1.76	1.76	2.41	1.91
	Post $\overline{X}$	5.67	5.50	5.19	4.53	5.23
	SD	1.74	1.87	2.05	2.21	2.35
	N	104	74	32	17	13
Single Female	Pre $\overline{X}$	5.89	5.21	4.95	6.12	5.09
	SD	1.45	1.62	2.15	1.64	2.66
	Post $\overline{X}$	5.28	5.45	5.05	5.00	4.55
	SD	1.81	1.86	2.28	2.07	1.92
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	630.92	1	630.92	199.28	$<.001$
Sex/Marital Status	5.60	2	2.80	.88	.414
Age	32.67	4	8.17	2.58	.037
Interaction	9.93	8	1.24	.39	.925
Covariate: Pretest	287.62	1	287.62	90.85	$<.001$
Error	1,776.14	561	3.17		

Table III.168

16PF M Scale: Sex/Marital Status by Age

		Age				
Group	**Testing**	**Under 21**	**21-25**	**26-30**	**31-35**	**Over 35**
Male	Pre $\bar{X}$	4.91	4.91	5.08	5.18	5.35
	SD	2.20	1.83	2.08	2.32	2.11
	Post $\bar{X}$	5.60	5.18	5.04	5.32	5.85
	SD	1.94	1.81	1.95	2.50	1.98
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	4.43	4.58	4.88	4.24	4.31
	SD	1.78	1.97	2.00	1.52	1.93
	Post $\bar{X}$	4.77	4.93	5.56	3.94	5.54
	SD	1.96	1.83	1.92	1.82	1.81
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	5.61	4.82	4.95	5.75	4.91
	SD	1.85	2.28	1.79	1.98	2.26
	Post $\bar{X}$	5.17	5.24	5.55	6.75	4.36
	SD	1.69	1.35	1.50	2.49	1.21
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	854.57	1	854.57	284.20	$<.001$
Sex/Marital Status	4.27	2	2.14	.71	.492
Age	3.06	4	.77	.25	.907
Interaction	64.77	8	8.10	2.69	.007
Covariate: Pretest	284.70	1	284.70	94.68	$<.001$
Error	1,686.91	561	3.01		

Table III.169

16PF N Scale: Sex/Marital Status by Age

		Age				
Group	**Testing**	**Under 21**	**21-25**	**26-30**	**31-35**	**Over 35**
Male	Pre $\bar{X}$	5.02	5.06	5.19	4.55	5.70
	SD	2.09	2.12	1.77	2.11	1.63
	Post $\bar{X}$	5.02	5.08	4.58	4.41	6.05
	SD	1.93	2.02	2.01	1.89	1.99
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	5.15	5.03	5.75	5.65	5.69
	SD	2.15	2.20	2.40	1.62	1.60
	Post $\bar{X}$	5.20	4.55	4.13	5.59	5.15
	SD	2.13	2.16	1.98	2.00	1.91
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	4.89	4.67	5.36	6.38	5.73
	SD	2.00	1.98	1.56	1.41	2.61
	Post $\bar{X}$	4.33	4.82	4.27	5.75	5.91
	SD	2.22	2.13	2.19	2.31	3.11
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	643.46	1	643.46	168.04	$< .001$
Sex/Marital Status	3.88	2	1.94	.51	.603
Age	57.96	4	14.49	3.78	.005
Interaction	35.74	8	4.47	1.17	.317
Covariate: Pretest	299.13	1	299.13	78.12	$< .001$
Error	2,148.12	561	3.83		

Table III.170

16PF O Scale: Sex/Marital Status by Age

Group	Testing	Age Under 21	 21-25	 26-30	 31-35	 Over 35
Male	Pre $\bar{X}$	6.11	5.90	6.12	5.45	6.15
	SD	2.26	2.62	2.57	2.74	2.37
	Post $\bar{X}$	5.56	5.46	4.73	4.45	4.90
	SD	2.32	2.00	2.53	2.04	2.57
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	7.98	7.50	7.19	7.12	7.15
	SD	2.30	2.47	2.67	3.20	3.21
	Post $\bar{X}$	6.89	6.74	5.13	5.53	6.31
	SD	2.49	2.53	2.90	3.22	2.39
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	7.06	8.18	7.14	7.25	6.64
	SD	2.60	2.13	2.27	2.38	4.63
	Post $\bar{X}$	6.94	6.01	5.95	5.75	6.18
	SD	3.17	2.28	2.61	2.60	4.21
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	609.83	1	609.83	115.75	< .001
Sex/Marital Status	35.63	2	17.81	3.38	.035
Age	82.36	4	20.59	3.91	.004
Interaction	19.24	8	2.41	.46	.886
Covariate: Pretest	562.61	1	562.61	106.79	< .001
Error	2,955.57	561	5.27		

Table III.171

16PF Q_1 Scale: Sex/Marital Status by Age

		Age				
Group	Testing	Under 21	21-25	26-30	31-35	Over 35
Male	Pre $\bar{X}$	6.82	7.04	6.25	7.18	6.25
	SD	2.09	2.27	2.25	1.97	2.02
	Post $\bar{X}$	6.47	6.97	6.02	6.55	5.95
	SD	2.04	1.88	1.82	2.13	1.50
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	5.78	5.82	5.88	4.41	5.00
	SD	1.93	2.02	2.08	1.66	2.31
	Post $\bar{X}$	5.56	5.53	5.53	5.00	5.85
	SD	1.93	2.10	2.94	2.35	1.72
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	6.33	4.91	5.00	5.50	5.18
	SD	1.97	2.65	2.12	2.56	2.23
	Post $\bar{X}$	6.44	5.33	5.45	7.13	5.09
	SD	1.89	2.75	1.63	2.47	2.30
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	604.37	1	604.37	184.55	$< .001$
Sex/Marital Status	8.58	2	4.29	1.31	.271
Age	9.20	4	2.30	.70	.591
Interaction	35.17	8	4.40	1.34	.220
Covariate: Pretest	579.55	1	579.55	176.97	$< .001$
Error	1,837.18	561	3.27		

Table III.172

16PF Q_2 Scale: Sex/Marital Status by Age

Group	Testing	Age				
		Under 21	21-25	26-30	31-35	Over 35
Male	Pre $\bar{X}$	5.82	4.52	4.98	4.41	5.20
	SD	2.33	2.08	1.99	2.34	3.02
	Post $\bar{X}$	5.53	5.57	5.12	4.32	5.20
	SD	2.17	2.06	2.19	3.15	3.07
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	4.60	4.78	4.97	4.41	4.77
	SD	2.05	1.93	2.48	2.29	2.31
	Post $\bar{X}$	5.29	5.05	4.84	4.00	4.92
	SD	1.76	2.38	1.97	2.09	2.10
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	4.50	4.30	4.36	4.63	3.91
	SD	1.86	2.16	1.71	3.33	2.07
	Post $\bar{X}$	5.33	6.06	4.77	4.88	3.82
	SD	2.00	2.14	2.02	1.64	2.09
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	713.92	1	713.92	187.15	$<.001$
Sex/Marital Status	3.14	2	1.57	.41	.662
Age	90.76	4	22.69	5.95	$<.001$
Interaction	37.99	8	4.75	1.24	.270
Covariate: Pretest	486.88	1	486.88	127.63	$<.001$
Error	2,140.07	561	3.81		

Table III.173

16PF Q_3 Scale: Sex/Marital Status by Age

		Age				
Group	Testing	Under 21	21-25	26-30	31-35	Over 35
Male	Pre $\bar{X}$	7.67	7.70	7.60	7.91	7.60
	SD	1.54	1.75	2.19	2.07	1.73
	Post $\bar{X}$	7.02	7.25	7.62	7.73	8.25
	SD	2.20	1.96	2.30	1.78	2.15
	N	55	96	52	22	20
Married Female	Pre $\bar{X}$	6.23	7.03	7.19	7.47	7.00
	SD	1.72	2.15	2.09	2.48	1.78
	Post $\bar{X}$	6.86	6.88	7.63	7.82	7.23
	SD	1.87	2.03	2.31	2.56	2.39
	N	104	74	32	17	13
Single Female	Pre $\bar{X}$	6.22	6.94	7.55	6.50	8.18
	SD	2.21	2.14	1.87	1.51	2.04
	Post $\bar{X}$	6.72	7.36	8.18	8.12	8.00
	SD	1.96	2.00	1.59	1.64	2.10
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	880.10	1	880.10	233.92	$<$.001
Sex/Marital Status	7.50	2	3.75	1.00	.370
Age	47.95	4	11.99	3.19	.013
Interaction	13.54	8	1.69	.45	.891
Covariate: Pretest	247.05	1	247.05	65.66	$<$ .001
Error	2,110.71	561	3.76		

Table III.174

16PF Q_4 Scale: Sex/Marital Status by Age

Group	Testing	Under 21	21-25	26-30	31-35	Over 35
Male	Pre $\overline{X}$	6.33	6.31	5.77	5.41	6.45
	SD	2.70	2.40	2.36	1.84	2.19
	Post $\overline{X}$	5.96	5.72	4.98	4.73	5.60
	SD	2.19	1.94	2.25	2.51	2.30
	N	55	96	52	22	20
Married Female	Pre $\overline{X}$	7.86	7.43	7.00	6.94	6.54
	SD	2.31	2.37	2.94	1.95	1.27
	Post $\overline{X}$	6.85	6.73	5.94	5.76	5.38
	SD	2.25	2.45	2.02	2.25	2.06
	N	104	74	32	17	13
Single Female	Pre $\overline{X}$	7.94	7.33	6.18	7.63	5.09
	SD	1.73	2.09	2.52	1.77	2.26
	Post $\overline{X}$	6.56	6.55	6.18	5.50	4.91
	SD	2.50	2.41	1.62	2.07	3.02
	N	18	33	22	8	11

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	626.84	1	626.84	149.11	$<.001$
Sex/Marital Status	8.13	2	4.07	.97	.381
Age	38.27	4	9.57	2.28	.060
Interaction	16.19	8	2.02	.48	.870
Covariate: Pretest	438.02	1	438.02	104.19	$<.001$
Error	2,358.36	561	4.20		

Table III.175

16PF A Scale: Ethnic Group by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
Caucasian	Pre $\bar{X}$	7.79	7.41	7.71
	SD	2.18	2.04	2.27
	Post $\bar{X}$	7.61	7.19	6.68
	SD	2.11	1.94	2.26
	N	364	68	65
Indian	Pre $\bar{X}$	7.61	6.40	7.92
	SD	2.03	2.80	2.11
	Post $\bar{X}$	7.50	6.80	7.25
	SD	2.28	1.30	2.34
	N	18	5	12
Chicano	Pre $\bar{X}$	7.33	8.00	7.43
	SD	2.19	3.21	1.83
	Post $\bar{X}$	7.83	7.75	6.86
	SD	2.48	.96	1.80
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	495.61	1	495.61	140.39	<.001
Ethnic Group	2.89	2	1.45	.41	.664
Completion	17.15	2	8.57	2.43	.089
Interaction	1.92	4	.48	.14	.969
Covariate: Pretest	513.86	1	513.86	145.56	<.001
Error	1,948.65	552	3.53		

Table III.176

16PF B Scale: Ethnic Group by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
Caucasian	Pre $\bar{X}$	4.21	4.07	3.32
	SD	1.55	1.49	1.48
	Post $\bar{X}$	4.15	3.99	3.35
	SD	1.54	1.48	1.37
	N	364	68	65
Indian	Pre $\bar{X}$	3.17	2.60	3.58
	SD	1.50	.55	1.16
	Post $\bar{X}$	3.72	3.20	3.92
	SD	1.44	.45	1.16
	N	18	5	12
Chicano	Pre $\bar{X}$	3.25	2.75	2.71
	SD	1.22	2.06	1.33
	Post $\bar{X}$	3.17	4.25	3.43
	SD	1.34	2.63	1.16
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	301.05	1	301.05	161.76	< .001
Ethnic Group	.78	2	.39	.21	.812
Completion	1.36	2	.68	.36	.695
Interaction	9.32	4	2.33	1.25	.288
Covariate: Pretest	213.06	1	213.06	114.49	< .001
Error	1,027.29	552	1.86		

Table III.177

16PF C Scale: Ethnic Group by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
Caucasian	Pre $\bar{X}$	6.23	5.74	5.77
	SD	2.42	2.24	2.51
	Post $\bar{X}$	6.89	6.18	6.08
	SD	2.34	2.12	2.17
	N	364	68	65
Indian	Pre $\bar{X}$	6.39	5.20	5.25
	SD	2.62	2.17	2.96
	Post $\bar{X}$	7.78	7.00	5.58
	SD	1.86	3.24	2.94
	N	18	5	12
Chicano	Pre $\bar{X}$	7.75	8.25	6.93
	SD	2.14	2.36	2.30
	Post $\bar{X}$	8.33	6.75	7.29
	SD	2.27	2.22	2.43
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	870.37	1	870.37	196.73	$< .001$
Ethnic Group	9.15	2	4.57	1.03	.356
Completion	33.75	2	16.88	3.81	.023
Interaction	14.94	4	3.73	.84	.498
Covariate: Pretest	484.56	1	484.56	109.52	$< .001$
Error	2,442.22	552	4.42		

Table III.178

16PF E Scale: Ethnic Group by Completion

Group	Testing		Full Completion	Partial Completion	No Completion
Caucasian	Pre	$\bar{X}$	5.02	4.51	5.45
		SD	2.26	2.22	2.02
	Post	$\bar{X}$	5.33	4.91	5.55
		SD	2.18	2.14	2.17
		N	364	68	65
Indian	Pre	$\bar{X}$	3.61	3.60	4.83
		SD	1.42	1.14	2.69
	Post	$\bar{X}$	4.22	4.00	5.42
		SD	1.63	1.87	2.94
		N	18	5	12
Chicano	Pre	$\bar{X}$	4.33	2.75	3.93
		SD	1.97	.96	1.98
	Post	$\bar{X}$	5.92	2.75	5.07
		SD	2.27	1.89	1.64
		N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	425.15	1	425.15	124.20	$<.001$
Ethnic Group	1.15	2	.58	.17	.845
Completion	13.45	2	6.73	1.96	.141
Interaction	16.13	4	4.03	1.18	.319
Covariate: Pretest	697.32	1	697.32	203.71	$<.001$
Error	1,889.55	552	3.42		

Table III.179

16PF F Scale: Ethnic Group by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
Caucasian	Pre $\bar{X}$	6.78	6.57	6.60
	SD	2.25	2.13	1.96
	Post $\bar{X}$	6.96	6.57	6.74
	SD	2.05	2.13	1.90
	N	364	68	65
Indian	Pre $\bar{X}$	5.39	4.00	5.17
	SD	1.82	2.92	2.25
	Post $\bar{X}$	6.61	6.60	5.25
	SD	2.25	2.30	2.73
	N	18	5	12
Chicano	Pre $\bar{X}$	7.25	6.25	5.86
	SD	1.76	1.50	2.21
	Post $\bar{X}$	7.67	6.00	6.93
	SD	1.78	2.16	1.49
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	774.87	1	774.87	223.00	< .001
Ethnic Group	.92	2	.46	.13	.876
Completion	8.46	2	4.22	1.22	.297
Interaction	18.27	4	4.57	1.31	.263
Covariate: Pretest	409.66	1	409.66	117.89	< .001
Error	1,918.09	552	3.47		

Table III.180

16PF G Scale: Ethnic Group by Completion

Group	Testing		Completion		
			Full Completion	Partial Completion	No Completion
Caucasian	Pre	$\bar{X}$	8.22	8.18	7.89
		SD	1.93	1.93	2.04
	Post	$\bar{X}$	7.93	7.54	6.86
		SD	2.09	1.80	2.01
		N	364	68	65
Indian	Pre	$\bar{X}$	9.50	9.00	8.42
		SD	1.82	2.00	2.02
	Post	$\bar{X}$	8.39	9.20	6.83
		SD	1.33	1.92	2.69
		N	18	5	12
Chicano	Pre	$\bar{X}$	9.17	7.75	8.21
		SD	1.75	2.06	1.63
	Post	$\bar{X}$	7.08	7.75	8.00
		SD	1.38	2.22	1.80
		N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	509.63	1	509.63	140.40	$<.001$
Ethnic Group	3.61	2	1.80	.50	.609
Completion	11.23	2	5.61	1.55	.214
Interaction	38.66	4	9.67	2.66	.032
Covariate: Pretest	255.68	1	255.68	70.44	$<.001$
Error	2,003.71	552	3.63		

Table III.181

16PF H Scale: Ethnic Group by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Caucasian	Pre $\bar{X}$	6.07	5.60	6.15
	SD	2.78	2.96	2.61
	Post $\bar{X}$	6.53	5.81	6.14
	SD	2.62	2.31	2.16
	N	364	68	65
Indian	Pre $\bar{X}$	4.67	4.20	4.58
	SD	2.57	2.59	2.71
	Post $\bar{X}$	5.67	5.80	5.42
	SD	2.22	3.27	3.20
	N	18	5	12
Chicano	Pre $\bar{X}$	6.42	7.25	5.00
	SD	2.87	1.89	2.18
	Post $\bar{X}$	6.42	5.25	5.71
	SD	2.64	2.50	2.43
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	433.14	1	433.14	109.02	$<.001$
Ethnic Group	8.37	2	4.18	1.05	.350
Completion	4.79	2	2.40	.60	.547
Interaction	11.62	4	2.90	.73	.571
Covariate: Pretest	1,362.11	1	1,362.11	342.85	$<.001$
Error	2,193.06	552	3.97		

Table III.182

16PF I Scale: Ethnic Group by Completion

Group	Testing	Full Completion	Partial Completion	No Completion
		Completion		
Caucasian	Pre $\bar{X}$	5.41	6.15	5.49
	SD	2.37	2.08	2.05
	Post $\bar{X}$	5.49	5.94	5.52
	SD	2.07	2.19	2.07
	N	364	68	65
Indian	Pre $\bar{X}$	5.50	6.60	4.67
	SD	1.92	1.82	2.19
	Post $\bar{X}$	5.50	7.40	5.42
	SD	1.92	2.30	1.62
	N	18	5	12
Chicano	Pre $\bar{X}$	5.17	6.75	5.71
	SD	2.21	.96	1.68
	Post $\bar{X}$	5.83	5.25	5.79
	SD	2.17	1.71	2.12
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	461.27	1	461.27	144.58	$<$ .001
Ethnic Group	6.57	2	3.28	1.03	.358
Completion	.05	2	.03	.01	.991
Interaction	12.55	4	3.14	.98	.416
Covariate: Pretest	615.08	1	615.08	192.78	$<$ .001
Error	1,761.16	552	3.19		

Table III.183

16PF L Scale: Ethnic Group by Completion

Group	Testing		Completion Full Completion	 Partial Completion	 No Completion
Caucasian	Pre	$\bar{X}$	5.13	5.43	5.58
		SD	1.89	1.92	1.99
	Post	$\bar{X}$	5.15	5.97	5.97
		SD	1.83	1.80	2.03
		N	364	68	65
Indian	Pre	$\bar{X}$	5.06	6.40	5.42
		SD	2.18	3.36	1.51
	Post	$\bar{X}$	4.72	5.00	5.33
		SD	2.52	2.24	2.27
		N	18	5	12
Chicano	Pre	$\bar{X}$	4.67	3.75	5.14
		SD	1.87	3.10	2.45
	Post	$\bar{X}$	4.42	5.50	5.71
		SD	1.98	2.65	1.64
		N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	533.49	1	533.49	171.64	$<$ .001
Ethnic Group	14.38	2	7.19	2.31	.100
Completion	17.95	2	8.98	2.89	.057
Interaction	5.27	4	1.32	.42	.791
Covariate: Pretest	267.16	1	267.16	85.96	$<$ .001
Error	1,715.70	552	3.11		

Table III.184

16PF M Scale: Ethnic Group by Completion

Group	Testing	Completion		
		Full Completion	Partial Completion	No Completion
Caucasian	Pre $\bar{X}$	4.94	4.24	4.82
	SD	1.93	1.77	1.85
	Post $\bar{X}$	5.17	5.00	5.08
	SD	1.97	1.76	1.60
	N	364	68	65
Indian	Pre $\bar{X}$	3.83	3.80	4.67
	SD	1.82	2.49	2.42
	Post $\bar{X}$	5.56	5.20	5.58
	SD	2.31	1.30	1.62
	N	18	5	12
Chicano	Pre $\bar{X}$	5.50	4.25	4.29
	SD	1.83	1.71	1.49
	Post $\bar{X}$	4.33	5.50	4.93
	SD	1.50	1.00	1.44
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	594.96	1	594.96	201.03	$<.001$
Ethnic Group	9.28	2	4.64	1.57	.210
Completion	3.90	2	1.95	.66	.518
Interaction	11.81	4	2.95	1.00	.408
Covariate: Pretest	323.08	1	323.08	109.17	$<.001$
Error	1,633.67	552	2.96		

Table III.185

16PF N Scale: Ethnic Group by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Caucasian	Pre $\bar{X}$	5.04	5.38	5.14
	SD	2.07	2.14	2.09
	Post $\bar{X}$	4.66	5.03	5.91
	SD	2.06	2.34	1.78
	N	364	68	65
Indian	Pre $\bar{X}$	5.61	5.40	6.33
	SD	2.06	1.14	2.06
	Post $\bar{X}$	5.17	6.20	6.08
	SD	1.89	2.86	2.19
	N	18	5	12
Chicano	Pre $\bar{X}$	5.33	6.00	5.14
	SD	1.72	2.45	1.75
	Post $\bar{X}$	4.75	5.75	4.43
	SD	1.82	1.50	1.91
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	521.76	1	521.76	139.22	$<$ .001
Ethnic Group	6.83	2	3.41	.91	.403
Completion	11.94	2	5.97	1.59	.204
Interaction	22.01	4	5.50	1.47	.211
Covariate: Pretest	286.36	1	286.36	76.41	$<$ .001
Error	2,068.73	552	3.75		

Table III.186

16PF O Scale: Ethnic Group by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
Caucasian	Pre $\overline{X}$	6.63	7.87	6.82
	SD	2.67	2.44	2.47
	Post $\overline{X}$	5.79	6.62	5.98
	SD	2.66	2.47	2.06
	N	364	68	65
Indian	Pre $\overline{X}$	7.67	7.80	7.58
	SD	2.77	2.77	2.61
	Post $\overline{X}$	5.72	6.20	6.33
	SD	2.63	4.09	2.50
	N	18	5	12
Chicano	Pre $\overline{X}$	6.08	7.25	7.50
	SD	3.26	1.50	2.56
	Post $\overline{X}$	6.17	7.75	5.00
	SD	2.72	2.87	2.75
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	376.11	1	376.11	70.10	< .001
Ethnic Group	3.73	2	1.87	.35	.706
Completion	12.62	2	6.31	1.18	.309
Interaction	34.81	4	8.70	1.62	.167
Covariate: Pretest	752.13	1	752.13	140.19	< .001
Error	2,961.63	552	5.37		

Table III.187

16PF Q_1 Scale: Ethnic Group by Completion

		Completion		
Group	Testing	Full Completion	Partial Completion	No Completion
Caucasian	Pre $\bar{X}$	6.07	5.74	6.32
	SD	2.40	1.91	1.71
	Post $\bar{X}$	6.20	5.63	5.63
	SD	2.20	2.20	1.77
	N	364	68	65
Indian	Pre $\bar{X}$	5.50	5.20	5.50
	SD	1.89	1.64	2.39
	Post $\bar{X}$	5.33	4.60	5.92
	SD	1.71	1.67	2.02
	N	18	5	12
Chicano	Pre $\bar{X}$	7.00	6.50	6.57
	SD	1.95	1.73	1.02
	Post $\bar{X}$	5.33	6.25	5.71
	SD	2.46	1.89	1.68
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	253.99	1	253.99	80.57	$< .001$
Ethnic Group	3.89	2	1.94	.62	.540
Completion	.79	2	.39	.12	.883
Interaction	23.19	4	5.80	1.84	.120
Covariate: Pretest	764.19	1	764.19	242.40	$< .001$
Error	1,740.24	552	3.15		

Table III.188

16PF Q_2 Scale: Ethnic Group by Completion

Group	Testing	Completion		
		Full Completion	Partial Completion	No Completion
Caucasian	Pre $\bar{X}$	4.67	4.74	4.77
	SD	2.25	1.97	2.20
	Post X	5.16	5.32	5.69
	SD	2.82	1.82	1.92
	N	364	68	65
Indian	Pre $\bar{X}$	4.78	6.40	5.42
	SD	1.83	.89	1.83
	Post $\bar{X}$	5.78	5.20	4.75
	SD	2.34	1.30	2.42
	N	18	5	12
Chicano	Pre $\bar{X}$	5.00	7.00	6.00
	SD	1.91	2.16	2.42
	Post $\bar{X}$	4.58	5.25	5.29
	SD	2.07	2.06	1.33
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	415.75	1	415.75	107.95	< .001
Ethnic Group	20.36	2	10.18	2.64	.072
Completion	2.97	2	1.48	.39	.681
Interaction	22.57	4	5.64	1.47	.211
Covariate: Pretest	468.89	1	468.89	121.75	< .001
Error	2,125.91	552	3.85		

Table III.189

16PF Q_3 Scale: Ethnic Group by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
Caucasian	Pre $\bar{X}$	7.43	6.62	7.06
	SD	1.91	2.09	2.08
	Post $\bar{X}$	7.52	6.81	6.88
	SD	2.06	2.03	1.85
	N	364	68	65
Indian	Pre $\bar{X}$	7.67	7.60	6.83
	SD	1.94	2.07	1.64
	Post $\bar{X}$	7.22	8.40	5.42
	SD	2.10	2.30	1.83
	N	18	5	12
Chicano	Pre $\bar{X}$	7.17	7.25	6.50
	SD	2.66	.50	1.34
	Post $\bar{X}$	6.50	6.25	8.00
	SD	2.39	.50	1.92
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	601.77	1	601.77	164.83	$< .001$
Ethnic Group	.97	2	.49	.13	.875
Completion	1.00	2	.50	.14	.872
Interaction	60.28	4	15.07	4.13	.003
Covariate: Pretest	260.14	1	260.14	71.26	$< .001$
Error	2,015.21	552	3.65		

Table III.190

16PF Q_4 Scale: Ethnic Group by Completion

Group	Testing	Completion Full Completion	 Partial Completion	 No Completion
Caucasian	Pre $\bar{X}$	6.77	7.60	6.92
	SD	2.43	2.24	2.38
	Post X	5.93	6.76	6.22
	SD	2.36	2.07	2.14
	N	364	68	65
Indian	Pre $\bar{X}$	5.89	6.60	5.33
	SD	2.17	.89	2.64
	Post $\bar{X}$	5.78	6.80	5.83
	SD	2.07	2.28	2.69
	N	18	5	12
Chicano	Pre $\bar{X}$	5.58	9.50	6.93
	SD	3.53	1.73	2.56
	Post $\bar{X}$	5.83	7.25	6.00
	SD	1.75	1.89	2.60
	N	12	4	14

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	486.90	1	486.90	115.38	< .001
Ethnic Group	2.56	2	1.28	.30	.739
Completion	1.59	2	.79	.19	.828
Interaction	3.02	4	.76	.18	.949
Covariate: Pretest	571.00	1	571.00	135.31	< .001
Error	2,329.43	552	4.22		

Table III.191

16PF Factor A Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\bar{X}$	7.71	7.14	6.84	7.50	7.41	8.02
		SD	2.10	2.20	1.99	1.69	1.71	2.32
	Post	$\bar{X}$	6.93	6.79	6.68	7.50	7.32	7.56
		SD	2.24	1.32	2.14	1.93	2.48	2.33
		N	41	77	37	8	22	55
Married Female	Pre	$\bar{X}$	7.81	7.99	7.47	7.50	8.09	7.91
		SD	2.12	2.34	2.17	1.41	1.73	2.36
	Post	$\bar{X}$	7.30	7.53	7.61	7.13	7.43	7.89
		SD	2.09	2.38	2.02	1.13	2.17	1.98
		N	43	70	38	8	23	53
Single Female	Pre	$\bar{X}$	8.33	7.57	8.77	~~9.00~~	~~7.75~~	8.11
		SD	1.30	2.17	2.39	~~.00~~	~~2.63~~	1.87
	Post	$\bar{X}$	8.08	8.03	8.54	~~10.00~~	~~8.50~~	7.52
		SD	1.98	2.16	2.11	~~.00~~	~~1.73~~	1.95
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	629.15	1	629.15	171.03	<.001
Sex/Marital Status	19.66	2	9.83	2.67	.070
Program Period	6.48	5	1.30	.35	.881
Interaction	28.24	10	2.82	.77	.660
Covariate: Pretest	452.29	1	452.29	122.95	<.001
Error	2,015.82	548	3.68	---	---

483

Table III.192

16PF Factor B Score: Sex/Marital Status by Program Period

Group	Testing		Period					
			3	4	5	6	7	8
Male	Pre	$\overline{X}$	4.63	3.75	3.59	4.13	3.82	3.91
		SD	1.71	1.67	1.80	1.89	1.14	1.71
	Post	$\overline{X}$	4.15	3.81	3.78	4.00	3.59	3.89
		SD	1.64	1.69	1.55	1.51	1.30	1.36
		N	41	77	37	8	22	55
Married Female	Pre	$\overline{X}$	4.00	3.90	3.87	3.88	4.09	3.89
		SD	1.09	1.55	1.65	1.89	1.38	1.48
	Post	$\overline{X}$	4.21	4.13	3.84	3.88	3.87	3.87
		SD	1.44	1.67	1.28	1.64	2.03	1.45
		N	43	70	38	8	23	53
Single Female	Pre	$\overline{X}$	4.75	3.86	4.92	~~3.00~~	~~3.50~~	3.74
		SD	1.82	1.46	1.19	~~.00~~	~~.98~~	1.63
	Post	$\overline{X}$	4.50	3.74	4.46	~~3.00~~	~~2.75~~	4.37
		SD	1.83	1.36	1.56	~~.00~~	~~1.71~~	1.18
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	273.79	1	273.79	142.76	<.001
Sex/Marital Status	1.19	2	.59	.31	.734
Program Period	9.58	5	1.92	1.00	.417
Interaction	13.64	10	1.36	.71	.714
Covariate: Pretest	242.63	1	242.63	126.51	<.001
Error	1,050.98	548	1.92	---	---

Table III.193

16PF Factor C Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\bar{X}$	7.07	6.30	6.19	5.88	6.95	6.84
		SD	2.53	2.05	2.50	2.75	2.21	2.07
	Post	$\bar{X}$	7.20	6.62	7.73	8.00	7.00	6.78
		SD	2.54	2.21	2.16	2.27	2.25	2.27
		N	41	77	37	8	22	55
Married Female	Pre	$\bar{X}$	5.88	5.31	5.92	6.13	6.74	6.45
		SD	1.95	2.69	2.58	1.81	2.34	2.49
	Post	$\bar{X}$	6.81	6.16	6.95	6.38	7.09	6.23
		SD	2.16	2.51	2.36	1.92	2.11	1.93
		N	43	70	38	8	23	53
Single Female	Pre	$\bar{X}$	5.75	4.89	5.62	~~7.00~~	~~7.50~~	6.07
		SD	2.53	2.97	2.40	~~.00~~	~~2.89~~	2.18
	Post	$\bar{X}$	6.17	6.37	6.77	~~9.00~~	~~8.00~~	6.00
		SD	2.04	2.72	1.96	~~.00~~	~~2.58~~	2.84
		N	12	35	13	~~1~~	[illegible]	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,107.76	1	1,107.76	245.61	<.001
Sex/Marital Status	14.69	2	7.35	1.63	.197
Program Period	58.60	5	11.72	2.60	.025
Interaction	31.70	10	3.17	.70	.722
Covariate: Pretest	476.31	1	476.31	105.60	<.001
Error	2,471.64	548	4.51	---	---

Table III.194

16PF Factor E Score: Sex/Marital Status by Program Period

Group	Testing		Period					
			3	4	5	6	7	8
Male	Pre	$\bar{X}$	4.78	5.65	5.89	5.38	5.00	5.51
		SD	2.09	2.36	2.11	1.41	2.39	1.90
	Post	$\bar{X}$	5.39	5.86	5.95	7.38	5.45	5.51
		SD	2.02	2.10	2.16	1.69	1.65	2.28
		N	41	77	37	8	22	55
Married Female	Pre	$\bar{X}$	3.67	4.91	4.39	3.50	4.35	4.43
		SD	2.20	2.39	1.78	1.77	2.14	2.17
	Post	$\bar{X}$	4.19	5.31	4.95	5.38	4.78	4.74
		SD	2.11	2.24	2.45	2.26	2.28	1.98
		N	43	70	38	8	23	53
Single Female	Pre	$\bar{X}$	4.83	4.40	5.31	~~5.00~~	~~4.25~~	5.11
		SD	2.44	1.93	1.84	~~.00~~	~~2.06~~	2.06
	Post	$\bar{X}$	4.92	4.34	4.92	~~6.00~~	~~5.00~~	5.33
		SD	1.08	2.21	2.84	~~.00~~	~~2.71~~	1.94
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	562.42	1	562.42	161.33	<.001
Sex/Marital Status	17.05	2	8.52	2.45	.088
Program Period	11.98	5	2.40	.69	.633
Interaction	18.38	10	1.84	.53	.871
Covariate: Pretest	616.98	1	616.98	176.98	<.001
Error	1,910.43	548	3.49	---	---

Table III.195

16PF Factor F Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\overline{X}$	7.34	6.45	6.78	7.25	6.95	6.60
		SD	2.04	2.24	2.12	2.60	2.34	2.19
	Post	$\overline{X}$	6.73	6.94	7.27	7.75	7.14	6.75
		SD	1.52	2.08	1.88	1.58	1.81	2.20
		N	41	77	37	8	22	55
Married Female	Pre	$\overline{X}$	6.05	6.87	6.29	5.75	6.83	6.15
		SD	2.60	2.14	2.18	2.55	1.92	2.23
	Post	$\overline{X}$	5.95	6.93	6.97	7.25	6.52	6.62
		SD	2.12	2.15	1.85	2.31	2.09	2.13
		N	43	70	38	8	23	53
Single Female	Pre	$\overline{X}$	6.83	6.43	7.92	~~6.00~~	~~8.25~~	6.30
		SD	1.70	2.09	2.22	~~.00~~	~~2.06~~	2.35
	Post	$\overline{X}$	6.83	6.83	7.00	~~9.00~~	~~8.75~~	6.30
		SD	1.70	2.51	1.96	~~.00~~	~~2.22~~	2.33
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	885.91	1	885.91	248.75	<.001
Sex/Marital Status	5.85	2	2.93	.82	.440
Program Period	29.94	5	5.99	1.68	.137
Interaction	22.84	10	2.28	.64	.779
Covariate: Pretest	395.04	1	395.04	110.92	<.001
Error	1,951.68	548	3.56	---	---

Table III.196

16PF Factor G Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\overline{X}$	8.76	8.22	8.35	8.00	8.09	8.18
		SD	2.07	1.98	1.93	2.27	1.93	1.97
	Post	$\overline{X}$	7.78	7.55	7.73	8.13	7.55	7.53
		SD	1.86	2.11	2.58	1.64	2.02	1.70
		N	41	77	37	8	22	55
Married Female	Pre	$\overline{X}$	7.86	8.30	8.50	9.25	9.22	8.15
		SD	1.70	1.91	1.90	1.39	1.78	1.93
	Post	$\overline{X}$	7.63	7.63	8.13	7.00	7.52	8.02
		SD	1.84	2.34	1.91	1.85	2.52	2.32
		N	43	70	38	8	23	53
Single Female	Pre	$\overline{X}$	9.17	7.60	7.23	~~10.00~~	~~8.75~~	7.81
		SD	1.85	1.97	2.01	~~.00~~	~~3.77~~	2.15
	Post	$\overline{X}$	8.08	7.91	8.15	~~7.00~~	~~7.00~~	7.89
		SD	1.78	1.79	1.46	~~.00~~	~~3.16~~	2.04
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	483.32	1	483.32	128.16	<.001
Sex/Marital Status	1.90	2	.95	.25	.777
Program Period	21.57	5	4.31	1.14	.336
Interaction	29.64	10	2.96	.79	.642
Covariate: Pretest	318.25	1	318.25	84.39	<.001
Error	2,066.61	548	3.77	---	---

Table III.197

16PF Factor H Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\bar{X}$	7.27	6.17	6.38	6.00	6.82	6.31
		SD	2.86	2.48	2.50	2.93	2.72	2.64
	Post	$\bar{X}$	6.68	6.53	6.62	6.88	6.68	6.85
		SD	2.36	2.29	2.48	1.55	1.84	2.59
		N	41	77	37	8	22	55
Married Female	Pre	$\bar{X}$	5.30	5.93	5.24	6.38	5.78	5.62
		SD	3.13	2.86	2.53	2.50	2.45	2.54
	Post	$\bar{X}$	5.49	6.01	6.00	7.13	6.61	6.09
		SD	2.82	2.74	2.58	2.59	2.62	2.50
		N	43	70	38	8	23	53
Single Female	Pre	$\bar{X}$	3.75	4.91	6.85	~~7.00~~	~~4.50~~	5.96
		SD	2.60	2.99	3.31	~~.00~~	~~3.79~~	2.77
	Post	$\bar{X}$	5.33	6.23	6.38	~~8.00~~	~~6.25~~	5.37
		SD	2.87	2.84	2.14	~~.00~~	~~3.20~~	2.79
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	592.01	1	592.01	149.92	<.001
Sex/Marital Status	.56	2	.28	.07	.932
Program Period	16.98	5	3.40	.86	.508
Interaction	56.13	10	5.61	1.42	.167
Covariate: Pretest	1,402.71	1	1,402.71	355.21	<.001
Error	2,164.03	548	3.95	---	---

Table III.198

16PF Factor I Score: Sex/Marital Status by Program Period

			Period					
Group	Testing		3	4	5	6	7	8
Male	Pre	$\bar{X}$	3.71	4.74	4.22	5.63	4.41	5.13
		SD	2.29	1.95	2.55	1.77	1.94	1.97
	Post	$\bar{X}$	4.66	4.94	4.68	5.63	4.82	4.98
		SD	2.25	1.74	2.15	1.69	1.50	2.18
		N	41	77	37	8	22	55
Married Female	Pre	$\bar{X}$	6.42	6.21	6.63	6.88	6.87	5.91
		SD	2.44	2.35	2.15	1.73	1.46	1.69
	Post	$\bar{X}$	6.42	5.70	6.47	6.75	5.87	5.94
		SD	1.91	2.37	1.91	1.67	1.49	2.10
		N	43	70	38	8	23	53
Single Female	Pre	$\bar{X}$	5.83	6.29	6.15	~~6.00~~	~~5.75~~	5.93
		SD	2.25	1.99	2.03	~~.00~~	~~1.26~~	1.64
	Post	$\bar{X}$	5.83	6.11	6.00	~~7.00~~	~~6.00~~	6.63
		SD	1.95	2.08	1.96	~~.00~~	~~1.83~~	1.84
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	590.87	1	590.87	178.25	<.001
Sex/Marital Status	20.06	2	10.03	3.03	.049
Program Period	9.82	5	1.96	.59	.706
Interaction	19.39	10	1.94	.58	.827
Covariate: Pretest	414.69	1	414.69	125.11	<.001
Error	1,816.48	548	3.31	---	---

Table III.199

16PF Factor L Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\bar{X}$	5.17	5.83	5.30	5.75	4.82	4.93
		SD	1.92	2.11	2.04	1.75	1.92	1.74
	Post	$\bar{X}$	5.05	5.38	4.86	5.13	5.59	5.40
		SD	1.92	1.78	2.06	1.81	1.89	2.12
		N	41	77	37	8	22	55
Married Female	Pre	$\bar{X}$	4.88	5.54	5.08	4.63	4.43	5.06
		SD	1.53	1.96	2.42	2.20	2.09	1.57
	Post	$\bar{X}$	5.40	5.64	5.24	5.13	5.83	5.40
		SD	1.71	2.04	2.28	1.46	1.83	1.60
		N	43	70	38	8	23	53
Single Female	Pre	$\bar{X}$	5.17	5.29	5.38	~~9.00~~	~~3.25~~	5.67
		SD	1.11	2.01	1.56	~~.00~~	~~1.50~~	1.96
	Post	$\bar{X}$	4.25	5.09	5.31	~~7.00~~	~~3.25~~	5.85
		SD	1.22	1.95	1.84	~~.00~~	~~1.71~~	2.09
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	548.18	1	548.18	172.86	<.001
Sex/Marital Status	11.62	2	5.81	1.83	.161
Program Period	18.07	5	3.61	1.14	.338
Interaction	28.36	10	2.84	.89	.538
Covariate: Pretest	277.77	1	277.77	87.59	<.001
Error	1,737.87	548	3.17	---	---

Table III.200

16PF Factor M Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\bar{X}$	4.51	5.29	4.92	5.25	5.05	4.96
		SD	2.20	1.86	2.20	2.05	1.94	2.12
	Post	$\bar{X}$	5.34	5.30	5.57	6.13	4.41	5.44
		SD	2.04	1.74	2.30	.83	1.94	1.98
		N	41	77	37	8	22	55
Married Female	Pre	$\bar{X}$	4.30	4.50	4.71	4.63	4.91	4.38
		SD	2.27	1.81	2.00	1.92	1.50	1.67
	Post	$\bar{X}$	5.16	4.63	5.11	5.25	5.39	4.68
		SD	2.19	1.83	2.25	1.28	1.62	1.81
		N	43	70	38	8	23	53
Single Female	Pre	$\bar{X}$	4.33	5.26	4.92	~~6.00~~	~~4.25~~	5.41
		SD	1.72	2.21	1.44	~~.00~~	~~.96~~	2.32
	Post	$\bar{X}$	5.33	5.54	5.23	~~4.00~~	~~5.50~~	5.11
		SD	1.67	1.44	1.48	~~.00~~	~~1.29~~	1.99
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	656.02	1	656.02	214.81	<.001
Sex/Marital Status	2.66	2	1.33	.43	.648
Program Period	9.65	5	1.93	.63	.676
Interaction	35.51	10	3.55	1.16	.313
Covariate: Pretest	304.18	1	304.18	99.60	<.001
Error	1,673.55	548	3.05	---	---

Table III.201

16PF Factor N Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\bar{X}$	4.87	5.31	4.97	4.63	4.86	5.07
		SD	2.15	1.89	2.39	1.77	1.96	1.83
	Post	$\bar{X}$	5.24	5.16	4.70	2.25	5.36	4.85
		SD	1.84	1.71	2.08	2.12	2.13	2.33
		N	41	77	37	8	22	55
Married Female	Pre	$\bar{X}$	5.07	5.71	5.16	5.13	4.65	5.13
		SD	2.48	2.11	2.27	1.73	2.12	1.91
	Post	$\bar{X}$	4.81	5.10	4.95	4.63	5.30	4.63
		SD	1.88	2.31	2.49	1.69	1.92	1.97
		N	43	70	38	8	23	53
Single Female	Pre	$\bar{X}$	5.92	5.17	4.92	~~5.00~~	~~4.25~~	5.04
		SD	1.62	2.28	1.66	~~.00~~	~~1.71~~	1.89
	Post	$\bar{X}$	5.58	4.97	4.08	~~.00~~	~~2.75~~	5.07
		SD	1.93	2.75	1.98	~~.00~~	~~2.06~~	1.75
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	418.30	1	418.30	108.16	<.001
Sex/Marital Status	27.09	2	13.54	3.50	.031
Program Period	46.91	5	9.38	2.43	.034
Interaction	55.68	10	5.57	1.44	.159
Covariate: Pretest	300.79	1	300.79	77.78	<.001
Error	2,119.32	548	3.87	---	---

Table III.202

16PF Factor O Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\overline{X}$	5.41	6.26	5.59	5.63	6.64	5.98
		SD	2.64	2.34	3.00	2.13	2.40	2.43
	Post	$\overline{X}$	4.80	5.35	5.08	5.13	5.05	5.49
		SD	2.12	2.09	2.47	2.53	2.28	2.30
		N	41	77	37	8	22	55
Married Female	Pre	$\overline{X}$	7.74	7.53	7.74	7.38	7.17	7.89
		SD	2.37	2.64	2.94	1.60	2.69	2.31
	Post	$\overline{X}$	6.63	6.29	6.34	7.00	6.43	6.83
		SD	2.52	2.82	3.00	2.20	2.15	2.64
		N	43	70	38	8	23	53
Single Female	Pre	$\overline{X}$	8.42	7.69	7.08	~~3.00~~	~~4.75~~	7.44
		SD	2.31	2.60	2.43	~~.00~~	~~3.77~~	2.68
	Post	$\overline{X}$	6.67	6.46	6.15	~~3.00~~	~~2.75~~	6.81
		SD	2.57	2.91	2.91	~~.00~~	~~2.22~~	2.75
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	537.76	1	537.76	100.04	<.001
Sex/Marital Status	43.70	2	21.85	4.07	.018
Program Period	24.48	5	4.90	.91	.474
Interaction	20.22	10	2.02	.38	.957
Covariate: Pretest	544.53	1	544.53	101.30	<.001
Error	2,945.61	548	5.38	---	---

Table III.203

16PF Factor Q_1 Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\overline{X}$	6.73	6.74	6.46	8.00	6.91	6.96
		SD	2.44	2.26	2.28	2.67	1.82	1.88
	Post	$\overline{X}$	6.07	6.75	6.54	8.25	5.82	6.71
		SD	1.97	1.93	2.16	1.58	1.47	1.77
		N	41	77	37	8	22	55
Married Female	Pre	$\overline{X}$	5.84	5.33	5.76	7.00	5.43	5.85
		SD	2.00	2.10	2.15	1.60	2.04	1.81
	Post	$\overline{X}$	5.63	5.47	5.89	6.13	4.70	5.57
		SD	2.09	2.24	2.45	1.36	2.16	1.89
		N	43	70	38	8	23	53
Single Female	Pre	$\overline{X}$	4.25	5.23	5.92	~~5.00~~	~~4.25~~	5.70
		SD	2.53	2.35	2.66	~~.00~~	~~1.26~~	2.25
	Post	$\overline{X}$	5.58	5.43	6.38	~~7.00~~	~~5.50~~	5.78
		SD	2.61	2.43	2.69	~~.00~~	~~1.29~~	2.06
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	504.86	1	504.86	155.40	<.001
Sex/Marital Status	30.19	2	15.10	4.65	.010
Program Period	14.67	5	2.93	.90	.479
Interaction	25.41	10	2.54	.78	.646
Covariate: Pretest	586.12	1	586.12	180.42	<.001
Error	1,780.29	548	3.25	---	---

Table III.204

16PF Factor Q_2 Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\overline{X}$	4.56	4.62	5.19	5.75	5.14	5.31
		SD	2.71	2.03	2.22	1.83	1.88	2.49
	Post	$\overline{X}$	5.90	4.95	5.70	5.38	5.64	5.07
		SD	2.62	2.22	2.26	2.13	1.81	2.46
		N	41	77	37	8	22	55
Married Female	Pre	$\overline{X}$	5.07	4.40	4.24	4.88	4.65	5.13
		SD	2.52	2.34	1.98	2.17	1.40	1.66
	Post	$\overline{X}$	5.16	5.23	4.45	4.75	5.39	5.04
		SD	1.93	2.25	2.23	2.76	2.17	1.58
		N	43	70	38	8	23	53
Single Female	Pre	$\overline{X}$	4.42	4.34	3.54	~~7.00~~	~~3.75~~	5.26
		SD	1.83	2.46	2.67	~~.00~~	~~1.71~~	1.48
	Post	$\overline{X}$	5.58	4.60	4.85	~~6.00~~	~~4.75~~	6.15
		SD	1.56	2.39	2.30	~~.00~~	~~.96~~	1.79
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	699.14	1	699.14	177.62	<.001
Sex/Marital Status	6.49	2	3.25	.82	.439
Program Period	14.84	5	2.97	.75	.583
Interaction	61.81	10	6.18	1.57	.112
Covariate: Pretest	450.39	1	450.39	114.42	<.001
Error	2,157.04	548	3.94	---	---

Table III.205

16PF Factor Q_3 Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	4	5	6	7	8
Male	Pre	$\bar{X}$	7.95	7.74	8.14	6.50	7.32	7.55
		SD	2.20	1.78	1.83	2.00	1.84	1.46
	Post	$\bar{X}$	7.95	7.40	7.43	7.38	7.77	6.80
		SD	1.86	1.96	2.38	2.07	2.00	2.32
		N	41	77	37	8	22	55
Married Female	Pre	$\bar{X}$	6.86	6.81	6.61	7.38	7.35	6.94
		SD	2.04	2.23	1.99	1.92	1.90	1.66
	Post	$\bar{X}$	6.93	7.16	7.05	7.00	6.70	7.17
		SD	1.93	2.14	2.58	1.69	2.03	1.89
		N	43	70	38	8	23	53
Single Female	Pre	$\bar{X}$	7.33	6.94	7.62	~~8.00~~	~~8.25~~	6.59
		SD	2.64	2.13	1.76	~~.00~~	~~3.40~~	1.69
	Post	$\bar{X}$	8.00	7.57	8.15	~~7.00~~	~~8.25~~	7.04
		SD	2.17	1.72	1.91	~~.00~~	~~1.71~~	2.10
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	703.84	1	703.84	182.82	<.001
Sex/Marital Status	7.93	2	3.96	1.03	.358
Program Period	14.50	5	2.90	.75	.584
Interaction	36.75	10	3.67	.95	.483
Covariate: Pretest	262.56	1	262.56	68.20	<.001
Error	2,109.70	548	3.85	---	---

Table III.206

16PF Factor Q_4 Score: Sex/Marital Status by Program Period

Group	Testing		Period 3	 4	 5	 6	 7	 8
Male	Pre	$\overline{X}$	6.46	6.12	5.73	4.75	6.86	6.13
		SD	2.39	2.25	2.17	2.87	2.73	2.58
	Post	$\overline{X}$	5.63	5.52	5.51	4.75	5.86	5.45
		SD	2.22	2.29	2.08	2.25	1.36	2.33
		N	41	77	37	8	22	55
Married Female	Pre	$\overline{X}$	8.02	7.57	7.13	7.00	6.87	7.62
		SD	2.44	2.37	2.67	1.77	2.53	2.08
	Post	$\overline{X}$	6.33	6.81	6.50	7.13	6.17	6.51
		SD	2.25	2.29	2.79	2.23	2.12	2.12
		N	43	70	38	8	23	53
Single Female	Pre	$\overline{X}$	7.33	7.00	6.46	~~11.00~~	~~5.00~~	7.04
		SD	2.27	2.31	2.57	~~.00~~	~~1.83~~	2.05
	Post	$\overline{X}$	6.33	6.43	6.08	~~7.00~~	~~4.00~~	6.11
		SD	2.90	2.39	2.63	~~.00~~	~~2.16~~	1.87
		N	12	35	13	~~1~~	~~4~~	27

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	513.84	1	513.84	119.40	<.001
Sex/Marital Status	25.46	2	12.73	2.96	.053
Program Period	13.77	5	2.75	.64	.669
Interaction	18.94	10	1.89	.44	.927
Covariate: Pretest	467.16	1	467.16	108.56	<.001
Error	2,358.27	548	4.30	---	---

Table III.207

16PF A Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period					
			Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\bar{X}$	7.80	7.55	7.54	7.62	7.80	8.06
		SD	1.96	2.25	2.26	1.45	1.86	2.30
	Post	$\bar{X}$	7.31	7.28	7.44	7.23	7.55	7.61
		SD	2.17	2.17	2.16	1.64	2.34	2.15
		N	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	8.11	7.78	6.87	7.50	7.56	7.71
		SD	2.67	2.77	1.85	1.91	1.51	1.99
	Post	$\bar{X}$	6.56	7.67	6.93	8.25	7.11	8.06
		SD	1.88	2.50	2.25	1.50	1.96	1.95
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	565.27	1	565.27	149.92	<.001
Ethnic Group	.32	1	.32	.09	.770
Program Period	20.42	5	4.08	1.08	.369
Interaction	17.33	5	3.47	.92	.468
Covariate: Pretest	488.97	1	488.97	129.68	<.001
Error	2,039.88	541	3.77	----	----

Table III.208

16PF B Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period					
			Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\bar{X}$	4.48	3.89	4.04	4.23	3.93	4.10
		SD	1.49	1.59	1.71	1.79	1.25	1.52
	Post	$\bar{X}$	4.37	3.98	3.85	4.00	3.50	4.07
		SD	1.52	1.65	1.46	1.47	1.66	1.40
		N	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	3.22	3.33	3.13	3.00	3.89	2.47
		SD	1.09	1.58	1.46	1.63	1.17	1.18
	Post	$\bar{X}$	2.78	3.33	4.00	3.50	4.33	3.29
		SD	1.30	1.22	1.20	1.73	1.80	1.05
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	305.64	1	305.64	160.62	<.001
Ethnic Group	.04	1	.04	.02	.682
Program Period	4.78	5	.96	.50	.776
Interaction	19.62	5	3.92	2.06	.069
Covariate: Pretest	220.51	1	220.51	115.88	<.001
Error	1,029.46	541	1.90	----	----

Table III.209

16PF C Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\overline{X}$	6.34	5.63	6.01	5.54	6.80	6.45
		SD	2.36	2.49	2.46	2.11	2.16	2.30
	Post	$\overline{X}$	6.83	6.42	7.18	7.08	6.95	6.38
		SD	2.38	2.41	2.12	2.22	2.12	2.26
		N	87	166	72	13	40	113
Minority	Pre	$\overline{X}$	6.67	5.22	5.93	7.75	7.33	7.00
		SD	2.29	3.15	2.84	1.71	2.87	2.24
	Post	$\overline{X}$	7.56	6.22	7.73	8.00	7.89	6.35
		SD	1.51	2.82	2.76	2.16	2.37	2.52
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,070.15	1	1,070.15	239.44	<.001
Ethnic Group	3.24	1	3.24	.72	.395
Program Period	60.19	5	12.04	2.69	.020
Interaction	8.54	5	1.71	.38	.861
Covariate: Pretest	504.46	1	504.46	112.87	<.001
Error	2,417.97	541	4.47	----	----

Table III.210

16PF E Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period					
			Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\overline{X}$	4.37	5.20	5.47	4.46	4.85	5.06
		SD	2.25	2.37	1.96	1.98	2.29	2.08
	Post	$\overline{X}$	4.90	5.43	5.54	6.31	5.05	5.17
		SD	2.03	2.19	2.42	2.06	2.00	2.17
		N	87	166	72	13	40	113
Minority	Pre	$\overline{X}$	3.56	3.78	3.67	4.50	3.67	4.82
		SD	2.07	1.64	1.80	1.00	1.73	2.24
	Post	$\overline{X}$	3.78	4.44	4.60	6.50	5.33	5.18
		SD	1.92	2.51	2.38	2.65	2.29	1.81
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	618.06	1	618.06	176.94	<.001
Ethnic Group	.06	1	.06	.02	.898
Program Period	32.09	5	6.42	1.84	.104
Interaction	10.74	5	2.15	.61	.689
Covariate: Pretest	680.24	1	680.24	194.74	<.001
Error	1,889.75	541	3.49	----	----

Table III.211

16PF F Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
			Program Period					
White	Pre	$\overline{X}$	6.85	6.67	7.01	6.62	7.13	6.47
		SD	2.30	2.16	2.19	2.75	2.10	2.19
	Post	$\overline{X}$	6.43	7.02	7.10	7.54	7.00	6.60
		SD	1.88	2.13	1.87	1.66	2.00	2.20
		N	87	166	72	13	40	113
Minority	Pre	$\overline{X}$	5.22	5.22	5.40	6.00	6.44	6.41
		SD	2.33	2.54	1.92	1.83	2.24	2.09
	Post	$\overline{X}$	6.11	4.89	7.07	7.75	6.89	6.82
		SD	1.62	2.93	1.94	2.87	2.26	1.88
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	887.70	1	887.70	253.49	<.001
Ethnic Group	.05	1	.05	.01	.908
Program Period	35.72	5	7.14	2.04	.072
Interaction	27.89	5	5.58	1.59	.160
Covariate: Pretest	400.01	1	400.01	114.22	<.001
Error	1,894.56	541	3.50	----	----

Table III.212

16PF G Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\bar{X}$	8.40	8.09	8.00	8.54	8.35	8.18
		SD	1.99	1.93	1.83	1.98	2.06	2.04
	Post	X	7.71	7.60	7.92	7.69	7.38	7.80
		SD	1.85	2.14	2.05	1.93	2.46	2.11
		N	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	8.44	8.78	9.27	9.25	10.10	7.88
		SD	1.42	2.17	2.19	1.71	1.45	1.45
	Post	X	8.11	7.56	8.13	7.00	8.00	7.71
		SD	1.62	1.88	2.72	.82	1.50	1.83
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	481.80	1	481.80	126.05	<.001
Ethnic Group	1.54	1	1.54	.40	.527
Program Period	13.04	5	2.61	.68	.637
Interaction	5.04	5	1.01	.26	.933
Covariate: Pretest	285.93	1	285.93	74.80	<.001
Error	2,067.92	541	3.82	----	----

Table III.213

16PF H Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period					
			Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\overline{X}$	6.05	5.92	6.24	6.38	6.15	6.10
		SD	3.27	2.76	2.69	2.57	2.62	2.58
	Post	$\overline{X}$	6.08	6.31	6.38	6.92	6.70	6.43
		SD	2.71	2.53	2.40	1.71	2.39	2.68
		N	87	166	72	13	40	113
Minority	Pre	$\overline{X}$	5.00	3.78	4.87	5.75	6.11	5.65
		SD	2.06	2.22	2.33	2.87	3.30	2.87
	Post	$\overline{X}$	5.00	4.67	6.20	7.50	6.22	5.35
		SD	2.35	2.69	2.86	3.11	1.92	2.37
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	624.35	1	624.35	156.47	<.001
Ethnic Group	.47	1	.47	.12	.732
Program Period	26.53	5	5.31	1.33	.250
Interaction	19.26	5	3.85	.97	.439
Covariate: Pretest	1,359.73	1	1,359.73	340.76	<.001
Error	2,158.77	541	3.99	----	----

Table III.214

16PF I Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
			Program Period					
White	Pre	$\bar{X}$	5.16	5.64	5.49	6.15	5.78	5.58
		SD	2.70	2.26	2.65	1.28	2.17	1.91
	Post	$\bar{X}$	5.53	5.47	5.58	5.85	5.48	5.75
		SD	2.24	2.17	2.11	1.41	1.57	2.25
		N	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	5.44	4.56	5.67	6.50	5.22	5.59
		SD	2.51	2.07	2.16	3.11	1.30	1.42
	Post	$\bar{X}$	6.22	5.22	5.93	7.50	5.11	5.47
		SD	1.86	1.30	2.55	2.08	1.69	1.59
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	595.88	1	595.88	177.84	<.001
Ethnic Group	5.59	1	5.59	1.67	.197
Program Period	13.04	5	2.61	.78	.566
Interaction	10.44	5	2.09	.62	.682
Covariate: Pretest	604.67	1	604.67	180.47	<.001
Error	1,812.69	541	3.35	----	----

Table III.215

16PF L Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\bar{X}$	5.07	5.61	5.11	5.46	4.68	5.07
		SD	1.63	2.06	2.02	2.37	2.00	1.63
	Post	$\bar{X}$	5.08	5.47	5.14	5.62	5.73	5.45
		SD	1.73	1.93	2.10	1.50	1.78	1.91
		N	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	4.77	5.56	5.53	~~5.25~~	3.78	5.24
		SD	2.05	1.88	2.64	~~1.50~~	1.79	2.46
	Post	$\bar{X}$	5.33	5.11	4.87	~~4.00~~	4.56	5.82
		SD	2.29	2.37	2.33	~~1.41~~	2.40	1.85
		N	9	9	15	~~4~~	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	571.92	1	571.92	178.90	<.001
Ethnic Group	7.13	1	7.13	2.23	.136
Program Period	18.97	5	3.79	1.19	.314
Interaction	15.64	5	3.13	.98	.430
Covariate: Pretest	285.18	1	285.18	89.21	<.001
Error	1,729.51	541	3.20	----	----

Table III.216

16PF M Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
			Program Period					
White	Pre	$\bar{X}$	4.52	5.02	4.85	4.54	4.83	4.83
		SD	2.17	1.93	2.07	1.56	1.66	1.91
	Post	$\bar{X}$	5.30	5.12	5.07	5.54	5.03	5.08
		SD	2.11	1.74	2.14	1.33	1.87	1.98
		N	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	3.22	4.11	4.80	6.50	5.33	3.88
		SD	1.79	2.09	1.74	2.38	1.73	1.83
	Post	XX	4.89	4.56	6.40	5.75	4.67	4.76
		SD	1.36	2.07	2.06	.50	1.41	1.39
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	686.77	1	686.48	224.48	<.001
Ethnic Group	.03	1	.03	.01	.917
Program Period	25.28	5	5.06	1.65	.144
Interaction	24.19	5	4.84	1.58	.163
Covariate: Pretest	305.04	1	305.04	99.71	<.001
Error	1,655.14	541	3.06	----	----

Table III.217

16PF N Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
			Program Period					
White	Pre	$\bar{X}$	5.05	4.30	5.04	4.69	4.75	5.05
		SD	2.28	2.02	2.35	1.55	2.03	1.90
	Post	$\bar{X}$	5.05	5.02	4.54	3.31	5.25	4.79
		SD	1.87	2.15	2.24	2.14	2.15	2.11
		M	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	5.56	7.11	5.13	~~5.50~~	4.56	5.71
		SD	2.07	2.15	1.64	~~2.08~~	1.88	1.57
	Post	$\bar{X}$	5.56	5.67	5.60	~~5.00~~	4.56	5.12
		SD	1.94	2.40	2.23	~~1.83~~	1.94	1.90
		N	9	9	15	~~4~~	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	521.86	1	521.86	133.93	<.001
Ethnic Group	5.83	1	5.83	1.50	.222
Program Period	11.93	5	2.39	.61	.691
Interaction	17.92	5	3.58	.92	.467
Covariate: Pretest	289.56	1	289.56	74.31	<.001
Error	2,108.00	541	3.90	----	----

Table III.218

16PF O Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period					
			Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\bar{X}$	6.68	6.90	6.61	6.54	6.75	7.03
		SD	2.81	2.55	3.07	2.03	2.49	2.58
	Post	$\bar{X}$	5.83	5.92	5.74	5.69	5.53	6.27
		SD	2.57	2.62	2.67	2.84	2.30	2.60
		N	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	8.33	8.56	7.27	~~5.50~~	6.67	7.00
		SD	1.66	2.07	3.01	~~2.65~~	3.57	2.67
	Post	$\bar{X}$	6.11	5.56	5.87	~~6.50~~	5.89	6.59
		SD	1.96	2.30	3.52	~~1.00~~	2.62	2.65
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	440.55	1	440.55	81.72	<.001
Ethnic Group	.10	1	.10	.02	.890
Program Period	29.45	5	5.89	1.09	.363
Interaction	19.62	5	3.92	.73	.603
Covariate: Pretest	762.44	1	762.44	141.44	<.001
Error	2,916.35	541	5.39	----	----

Table III.219

16PF Q_1 Scale: Ethnic Group by Program Period

"Unavailable - Computer Malfunction"

Table III.220

16PF Q_2 Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period					
			Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\overline{X}$	4.61	4.45	4.38	5.31	4.63	5.23
		SD	2.40	2.24	2.33	1.89	1.71	2.05
	Post	$\overline{X}$	5.41	5.05	4.94	5.38	5.55	5.45
		SD	2.30	2.28	2.20	2.22	2.04	2.09
		N	87	166	72	13	40	113
Minority	Pre	$\overline{X}$	6.33	4.56	5.40	5.76	5.56	5.35
		SD	3.28	2.13	1.64	2.50	1.33	1.73
	Post	$\overline{X}$	6.67	4.89	5.47	4.25	5.00	4.53
		SD	.71	1.96	2.85	2.87	1.32	1.50
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	589.27	1	589.27	148.80	<.001
Ethnic Group	9.20	1	9.20	2.32	.128
Program Period	24.60	5	4.92	1.24	.288
Interaction	19.96	5	3.99	1.01	.412
Covariate: Pretest	447.45	1	447.45	112.99	<.001
Error	2,142.45	541	3.96	----	----

Table III.221

16PF Q_3 Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
			Program Period					
White	Pre	$\bar{X}$	7.37	7.27	7.38	7.08	7.40	7.13
		SD	2.22	2.07	2.08	1.85	2.04	1.62
	Post	$\bar{X}$	7.56	7.32	7.44	7.77	7.33	7.00
		SD	2.02	1.98	2.43	1.59	1.94	2.12
		N	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	7.56	6.33	7.67	6.75	7.44	7.00
		SD	2.46	2.35	1.59	2.36	1.81	1.50
	Post	$\bar{X}$	6.89	7.67	7.00	5.25	7.22	6.82
		SD	1.45	2.39	2.45	.50	2.59	2.30
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	679.94	1	679.94	174.37	<.001
Ethnic Group	12.47	1	12.47	3.20	.074
Program Period	13.88	5	2.78	.71	.615
Interaction	24.73	5	4.95	1.27	.276
Covariate: Pretest	274.39	1	274.39	70.37	<.001
Error	2,109.56	541	3.90	----	----

Table III.222

16PF Q_4 Scale: Ethnic Group by Program Period

Ethnic Group	Testing		Spring '74	Summer '74	Fall '74	Winter '74/75	Spring '75	Summer '75
White	Pre	$\bar{X}$	7.33	6.93	6.42	6.62	6.83	6.96
		SD	2.42	2.41	2.53	2.43	2.60	2.21
	Post	$\bar{X}$	6.03	6.17	6.11	6.00	5.93	6.00
		SD	2.36	2.36	2.54	2.74	1.97	2.18
		N	87	166	72	13	40	113
Minority	Pre	$\bar{X}$	6.67	5.89	6.47	4.75	6.22	6.41
		SD	3.12	2.37	2.56	3.77	2.59	2.87
	Post	$\bar{X}$	6.00	7.22	5.73	6.00	5.56	6.00
		SD	2.06	2.77	2.40	1.15	1.42	2.50
		N	9	9	15	4	9	17

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	574.72	1	574.72	133.68	<.001
Ethnic Group	6.05	1	6.05	1.41	.236
Program Period	23.75	5	4.75	1.20	.357
Interaction	20.26	5	4.05	.94	.453
Covariate: Pretest	601.43	1	601.43	139.89	<.001
Error	2,325.93	541	4.30	----	----

Table III.223

16PF A Scale: Sex/Marital Status by Counselor

			Counselor										
Group	**Testing**		**A**	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	**J**	**K**
Male	Pre	$\bar{X}$	7.88	7.81	7.00	7.44	7.18	7.65	6.40	7.67	8.00	8.40	7.87
		SD	1.64	2.27	2.18	2.34	2.40	1.62	1.88	1.73	.00	2.06	2.03
	Post	$\bar{X}$	7.50	7.19	6.89	6.76	6.82	7.00	6.40	7.22	4.00	7.41	8.20
		SD	2.07	2.46	2.09	2.19	1.40	2.26	1.47	2.44	.00	2.59	2.08
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	7.33	7.83	7.90	8.04	8.39	8.44	7.24	6.44	7.00	7.46	8.00
		SD	2.60	2.18	2.05	1.95	1.95	2.62	2.37	1.51	.00	2.19	2.33
	Post	$\bar{X}$	8.22	7.37	8.00	7.68	8.00	7.80	7.48	7.11	10.00	7.64	8.00
		SD	1.99	2.10	2.42	2.16	2.47	2.04	1.90	1.05	.00	1.59	2.08
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	505.22	1	505.22	139.67	<.001
Sex/Marital Status	39.49	1	39.49	10.92	.001
Counselor	28.31	10	2.83	.78	.646
Interaction	28.33	10	2.83	.78	.645
Covariate: Pretest	451.07	1	451.07	124.70	<.001
Error	1,765.15	488	3.62	----	----

Table III.224

16PF B Scale: Sex/Marital Status by Counselor

Ethnic Group	Testing		A	B	C	D	E	F	G	H	I	J	K
			Counselor										
Male	Pre	$\bar{X}$	4.38	4.29	3.83	3.93	4.18	3.94	3.55	3.56	5.00	3.86	3.47
		SD	1.85	1.38	1.86	1.60	2.68	1.75	1.28	1.59	.00	1.98	1.36
	Post	$\bar{X}$	4.25	4.67	3.50	3.69	4.18	3.71	4.00	3.89	4.00	3.86	3.27
		SD	1.39	1.43	1.42	1.67	1.78	1.40	1.62	1.45	.00	1.28	1.39
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	3.67	3.80	4.12	4.01	4.57	3.88	4.17	3.11	4.00	3.57	3.72
		SD	1.00	1.30	1.44	1.39	1.53	1.83	1.47	1.54	.00	1.43	1.54
	Post	$\bar{X}$	3.89	4.14	3.98	3.94	4.30	4.20	3.79	3.33	5.00	3.96	3.92
		SD	.78	1.42	1.41	1.63	1.99	1.50	1.63	1.41	.00	1.35	1.41
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	281.21	1	282.21	149.28	<.001
Sex/Marital Status	1.30	1	1.30	.69	.407
Counselor	17.70	10	1.77	.94	.499
Interaction	13.68	10	1.37	.72	.702
Covariate: Pretest	210.27	1	210.27	111.23	<.001
Error	922.53	488	1.89	----	----

Table III.225

16PF C Scale: Sex/Marital Status by Counselor

			Counselor										
Group	**Testing**		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	7.13	7.14	6.44	6.96	5.55	6.29	7.35	5.00	4.00	6.55	6.67
		SD	2.75	2.43	2.35	2.21	3.14	1.26	2.21	3.00	.00	1.74	1.23
	Post	$\bar{X}$	7.75	7.48	6.28	6.91	9.09	7.12	8.00	7.22	4.00	7.64	5.93
		SD	3.58	2.18	2.40	1.86	1.76	2.06	1.65	1.79	.00	2.63	1.94
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	6.22	4.97	5.24	6.42	5.12	5.72	5.17	6.00	9.00	6.07	6.12
		SD	1.72	2.04	2.65	2.43	2.56	3.21	2.70	1.41	.00	2.26	2.45
	Post	$\bar{X}$	8.44	6.49	6.20	6.39	6.57	6.88	6.14	7.00	2.00	6.57	6.40
		SD	1.51	2.15	2.44	2.35	2.37	2.24	2.25	1.66	.00	1.87	2.74
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	941.11	1	941.11	224.89	<.001
Sex/Marital Status	16.64	1	16.64	3.98	.047
Counselor	169.82	10	16.98	4.06	<.001
Interaction	75.26	10	7.53	1.80	.058
Covariate: Pretest	387.48	1	387.48	92.59	<.001
Error	2,042.20	488	4.18	----	----

Table III.226

16PF E Scale: Sex/Marital Status by Counselor

Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	4.63	5.86	5.36	5.33	4.64	5.65	5.85	5.89	7.00	4.32	6.13
		SD	3.07	2.78	1.64	2.32	2.16	2.23	2.76	1.62	.00	1.62	1.73
	Post	$\bar{X}$	5.88	6.38	5.25	5.55	4.36	6.12	5.95	6.44	7.00	5.09	7.07
		SD	2.64	2.85	1.79	2.01	1.96	2.00	1.90	2.55	.00	2.11	2.15
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	4.33	4.80	4.93	4.32	4.09	4.84	4.03	4.00	7.00	4.57	4.84
		SD	2.00	2.09	2.26	1.93	2.02	2.23	1.99	2.00	.00	2.17	1.91
	Post	$\bar{X}$	4.89	5.46	4.95	4.68	3.91	5.12	5.17	5.67	4.00	5.04	4.88
		SD	1.17	2.13	1.94	2.11	2.52	2.15	2.48	1.80	.00	2.08	2.15
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	475.06	1	475.06	138.07	$<.001$
Sex/Marital Status	15.44	1	15.44	4.49	.035
Counselor	65.00	10	6.50	1.89	.044
Interaction	24.30	10	2.43	.71	.719
Covariate: Pretest	548.56	1	548.56	159.43	$<.001$
Error	1,679.08	488	3.45	----	----

Table III.227

16PF F Scale: Sex/Marital Status by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	7.00	7.48	6.22	6.69	5.64	7.18	6.85	6.22	9.00	6.36	7.53
		SD	2.67	2.02	2.29	2.17	2.91	1.33	2.06	2.54	.00	2.44	1.96
	Post	$\bar{X}$	8.75	7.67	6.89	6.47	6.45	7.35	7.00	6.89	8.00	7.00	7.60
		SD	1.83	1.83	2.14	1.80	2.38	2.26	1.84	2.09	.00	1.45	2.47
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	5.78	6.63	6.44	6.45	6.74	7.08	6.34	6.89	8.00	6.46	6.64
		SD	1.64	2.31	1.83	2.44	2.60	2.08	1.76	2.03	.00	1.95	1.70
	Post	$\bar{X}$	6.67	7.20	6.51	6.37	6.96	7.24	6.52	7.11	7.00	7.04	6.24
		SD	1.41	2.34	2.01	2.20	2.31	1.92	1.62	2.37	.00	2.19	2.15
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	760.13	1	760.13	213.50	<.001
Sex/Marital Status	5.67	1	5.67	1.59	.207
Counselor	52.50	10	5.25	1.47	.145
Interaction	18.46	10	1.85	.52	.877
Covariate: Pretest	320.53	1	320.53	90.03	<.001
Error	1,737.45	488	3.56	----	----

Table III.228

16PF G Scale: Sex/Marital Status by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	8.88	8.38	8.50	8.15	8.55	7.41	9.15	8.33	8.00	8.59	7.93
		SD	.99	2.52	2.12	1.84	2.02	1.66	1.57	2.24	.00	1.53	1.94
	Post	$\bar{X}$	8.88	7.67	7.97	7.47	8.55	6.65	8.65	8.11	7.00	7.55	7.00
		SD	2.23	2.74	1.80	2.11	1.63	1.87	1.79	2.03	.00	2.39	1.69
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	8.00	7.66	8.17	8.35	8.09	8.44	8.41	8.78	7.00	8.39	8.24
		SD	2.12	1.71	1.91	2.10	1.76	1.92	2.04	1.48	.00	2.18	1.96
	Post	$\bar{X}$	7.67	7.69	7.98	7.93	7.52	7.88	7.62	7.56	9.00	7.64	8.16
		SD	1.66	1.98	1.59	2.16	1.50	2.15	2.14	2.07	.00	2.08	2.30
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	585.71	1	585.71	157.74	<.001
Sex/Marital Status	1.21	1	1.21	.33	.569
Counselor	20.23	10	2.02	.54	.858
Interaction	43.21	10	4.32	1.16	.213
Covariate: Pretest	212.02	1	212.02	57.10	<.001
Error	1,812.04	488	3.71	----	----

Table III.229

16PF H Scale: Sex/Marital Status by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\overline{X}$	6.88	7.52	6.39	6.51	5.27	5.47	6.70	4.78	8.00	6.18	7.40
		SD	2.95	2.48	2.74	2.47	2.97	2.79	2.45	2.11	.00	1.99	3.00
	Post	$\overline{X}$	8.50	7.38	6.64	6.67	5.91	6.18	7.10	5.22	5.00	6.50	7.60
		SD	2.45	2.33	2.61	2.19	3.33	2.38	1.89	2.39	.00	2.24	2.47
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\overline{X}$	4.00	5.03	5.63	5.68	5.13	5.80	5.55	5.89	7.00	5.11	6.08
		SD	2.00	2.85	2.55	2.85	3.39	3.43	2.38	2.26	.00	2.62	2.34
	Post	$\overline{X}$	6.44	5.66	5.98	5.66	5.78	6.64	6.10	6.22	4.00	5.89	6.96
		SD	2.07	2.59	3.00	2.79	2.84	2.61	2.16	3.19	.00	2.04	2.79
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	485.12	1	485.12	118.76	<.001
Sex/Marital Status	.72	1	.72	.18	.675
Counselor	71.45	10	7.15	1.75	.067
Interaction	9.30	10	.93	.25	.994
Covariate: Pretest	1,178.21	1	1,178.21	288.42	<.001
Error	1,993.47	488	4.08	----	----

Table III.230

16PF I Scale: Sex/Marital Status by Counselor

Group	Testing		A	B	C	D	E	F	G	H	I	J	K
			Counselor										
Male	Pre	$\overline{X}$	4.13	4.10	4.53	4.47	5.00	4.76	4.25	6.33	4.00	4.64	5.33
		SD	1.89	2.96	1.81	2.14	1.61	1.75	1.68	2.55	.00	1.71	2.29
	Post	$\overline{X}$	4.75	4.71	4.56	5.29	4.18	4.35	4.60	4.78	6.00	4.59	4.67
		SD	1.49	3.02	2.13	1.72	1.94	1.69	1.70	.97	.00	1.71	2.06
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\overline{X}$	6.67	6.03	6.02	6.27	6.52	6.60	6.69	6.78	6.00	6.25	5.88
		SD	2.29	1.79	2.37	2.04	2.39	2.12	2.12	1.72	.00	1.27	1.59
	Post	$\overline{X}$	6.11	5.83	5.73	6.11	6.57	6.56	6.59	7.00	5.00	6.11	6.04
		SD	2.03	2.16	1.94	2.05	2.37	1.87	1.70	1.87	.00	2.02	1.62
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	539.25	1	539.25	164.77	<.001
Sex/Marital Status	11.17	1	11.17	3.41	.065
Counselor	22.86	10	2.29	.70	.726
Interaction	25.99	10	2.60	.79	.634
Covariate: Pretest	310.95	1	310.95	95.02	<.001
Error	1,597.05	488	3.27	----	----

Table III.231

16PF L Scale: Sex/Marital Status by Counselor

Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\overline{X}$	5.50	4.90	5.83	5.42	4.36	5.76	4.05	6.22	5.00	4.95	5.13
		SD	1.20	1.89	2.26	1.97	1.50	1.82	1.88	1.99	.00	1.62	1.85
	Post	X	4.38	5.24	5.19	5.31	4.36	5.65	4.85	5.33	9.00	5.00	5.53
		SD	1.60	1.73	2.07	1.85	1.96	2.15	1.73	1.73	.00	1.98	1.96
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\overline{X}$	4.89	5.43	5.54	5.15	5.00	5.08	5.21	4.89	5.00	4.71	5.32
		SD	1.90	1.84	1.67	2.19	1.21	2.56	1.92	1.96	.00	1.96	1.77
	Post	X	4.67	5.54	5.93	5.45	5.13	4.80	4.97	5.56	8.00	5.50	5.80
		SD	2.18	2.43	1.69	1.97	1.82	1.83	2.18	1.42	.00	1.67	1.66
		X	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	586.49	1	586.49	187.08	<.001
Sex/Marital Status	1.10	1	1.10	.35	.554
Counselor	44.16	10	4.42	1.41	.173
Interaction	22.30	10	2.23	.71	.714
Covariate: Pretest	279.69	1	279.69	89.21	<.001
Error	1,529.88	488	3.14	----	----

Table III.232

16PF M Scale: Sex/Marital Status by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	5.88	5.10	5.22	5.22	5.18	5.12	4.20	5.44	6.00	4.77	4.53
		SD	1.73	2.83	1.76	2.18	2.79	1.27	1.94	1.74	.00	1.74	2.26
	Post	$\bar{X}$	4.88	5.24	5.44	5.45	5.00	5.47	5.25	6.33	2.00	5.09	5.20
		SD	2.10	2.07	2.06	1.85	2.10	1.55	2.07	1.00	.00	2.09	2.48
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	4.56	4.06	4.76	4.61	4.96	4.72	4.76	5.11	1.00	4.43	5.12
		SD	1.42	2.17	1.58	1.89	2.12	1.90	1.70	1.69	.00	1.64	2.37
	Post	$\bar{X}$	4.89	4.43	5.12	5.01	5.39	5.60	5.10	5.22	4.00	5.39	5.16
		SD	1.67	2.30	1.78	1.71	1.37	1.71	1.63	1.64	.00	1.59	2.17
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	568.09	1	568.09	192.39	<.001
Sex/Marital Status	3.27	1	3.27	1.11	.293
Counselor	21.58	10	2.16	.73	.696
Interaction	23.15	10	2.32	.78	.644
Covariate: Pretest	272.99	1	272.99	92.45	<.001
Error	1,440.97	488	2.95	----	----

Table III.233

16PF N Scale: Sex/Marital Status by Counselor

			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\overline{X}$	4.50	4.33	5.33	4.93	5.82	5.18	4.85	5.78	5.00	4.95	5.27
		SD	3.02	2.33	1.84	1.95	1.89	1.51	2.06	2.64	.00	1.65	2.02
	Post	$\overline{X}$	4.50	4.48	5.14	5.38	3.55	5.06	4.90	4.44	8.00	4.59	5.47
		SD	1.60	1.78	2.19	1.98	1.21	2.16	1.83	2.96	.00	2.20	1.96
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\overline{X}$	5.56	5.54	5.24	5.18	5.48	5.56	5.03	5.56	2.00	4.86	5.52
		SD	1.42	2.16	1.68	2.30	2.35	1.96	2.21	1.67	.00	1.82	1.85
	Post	$\overline{X}$	3.89	4.83	5.20	5.46	4.87	4.96	4.76	4.56	8.00	4.32	4.04
		SD	1.76	2.36	1.71	2.34	2.46	2.75	1.99	1.33	.00	2.09	1.74
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	503.11	1	503.11	129.57	<.001
Sex/Marital Status	.07	1	.07	.02	.893
Counselor	115.87	10	11.59	2.98	.001
Interaction	42.94	10	4.29	1.11	.356
Covariate: Pretest	288.45	1	288.45	74.29	<.001
Error	1,894.90	488	3.88	----	----

Table III.234

16PF O Scale: Sex/Marital Status by Counselor

Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	6.63	4.81	5.81	5.93	7.18	5.88	5.55	6.33	12.00	6.95	5.93
		SD	2.33	2.23	2.55	2.49	3.68	2.34	2.46	2.65	.00	2.52	2.49
	Post	$\bar{X}$	5.13	4.14	5.92	5.44	3.73	5.53	4.70	5.11	10.00	5.14	5.33
		SD	3.48	2.48	2.22	2.10	1.90	1.67	2.34	2.03	.00	2.27	2.50
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	7.78	7.97	8.24	7.41	7.78	7.28	7.66	7.22	6.00	7.68	7.24
		SD	2.64	2.49	2.39	2.53	2.47	3.10	2.64	2.17	.00	2.68	2.54
	Post	$\bar{X}$	5.67	6.31	7.32	6.58	6.13	6.00	6.52	6.22	6.00	6.75	6.12
		SD	2.74	3.14	2.50	2.44	2.58	3.12	2.41	1.64	.00	2.80	2.79
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	478.17	1	478.17	89.64	<.001
Sex/Marital Status	11.33	1	11.33	2.12	.146
Counselor	105.78	10	10.58	1.98	.033
Interaction	36.59	10	3.66	.69	.738
Covariate: Pretest	452.97	1	452.97	84.92	<.001
Error	2,603.19	188	5.33	----	----

Table III.235

16PF Q_1 Scale: Sex/Marital Status by Counselor

			Counselor										
Group	**Testing**		**A**	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	**J**	**K**
Male	Pre	$\bar{X}$	5.75	7.05	6.25	7.04	7.27	6.71	6.40	7.78	6.00	6.36	7.07
		SD	1.91	2.31	2.12	2.13	1.85	2.54	2.21	3.03	.00	1.79	1.79
	Post	X	5.63	6.90	6.31	6.44	5.91	6.59	6.90	8.00	6.00	6.55	6.13
		SD	1.60	2.28	1.72	2.02	1.97	2.32	2.20	1.94	.00	1.47	2.00
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	5.33	4.89	5.27	5.66	5.22	5.40	5.93	6.67	2.00	5.79	5.72
		SD	1.58	2.00	1.94	2.18	2.92	1.85	2.14	1.41	.00	2.06	1.51
	Post	X	5.67	5.49	5.24	5.55	5.35	5.84	6.00	5.89	2.00	5.46	5.72
		SD	2.06	1.99	2.03	2.05	2.79	2.58	2.52	2.71	.00	1.84	1.95
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	347.92	1	347.92	106.22	<.001
Sex/Marital Status	7.84	1	7.84	2.39	.122
Counselor	28.58	10	2.86	.87	.559
Interaction	23.94	10	2.39	.73	.696
Covariate: Pretest	571.81	1	571.81	174.58	<.001
Error	1,598.36	488	3.28	----	----

Table III.236

16PF Q_2 Scale: Sex/Marital Status by Counselor

			Counselor										
Group	**Testing**		A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	5.00	4.81	4.67	4.85	6.55	4.12	4.65	6.00	6.00	4.77	5.13
		SD	1.85	2.99	2.52	2.21	2.77	1.80	2.28	1.87	.00	1.97	2.39
	Post	$\bar{X}$	5.13	5.43	5.17	5.11	5.64	5.24	5.20	6.00	5.00	4.77	5.87
		SD	2.59	2.69	2.42	2.06	3.38	2.84	1.88	2.12	.00	2.47	2.29
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	5.33	4.86	4.85	4.69	4.30	4.16	4.31	4.67	4.00	4.93	4.92
		SD	1.58	2.53	2.41	2.08	2.24	2.43	2.38	1.50	.00	1.63	1.75
	Post	$\bar{X}$	5.22	4.09	5.51	5.37	5.17	5.72	4.66	4.11	7.00	4.89	5.56
		SD	1.20	2.25	2.27	2.01	2.04	1.99	1.61	2.47	.00	1.75	1.61
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	642.67	1	642.67	167.37	<.001
Sex/Marital Status	.36	1	.36	.09	.759
Counselor	44.38	10	4.44	1.16	.319
Interaction	47.09	10	4.71	1.23	.271
Covariate: Pretest	426.49	1	426.49	111.07	<.001
Error	1,873.87	488	3.84	----	----

Table III.237

16PF Q_3 Scale: Sex/Marital Status by Counselor

Group	Testing		A	B	C	D	E	F	G	H	I	J	K
			Counselor										
Male	Pre	$\bar{X}$	7.13	8.43	7.56	7.78	7.09	8.06	8.60	6.44	8.00	7.77	6.73
		SD	1.64	1.69	1.95	1.77	2.12	1.56	1.82	1.88	.00	1.48	1.44
	Post	X	8.13	7.95	7.19	7.09	8.91	6.59	8.00	7.00	6.00	7.14	5.87
		SD	1.81	1.80	2.04	2.05	2.34	1.77	2.08	1.12	.00	2.95	1.46
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	7.56	5.91	6.71	7.03	7.04	6.96	7.31	6.78	8.00	6.75	7.12
		SD	1.82	2.01	1.95	1.96	1.69	2.65	1.81	1.86	.00	1.69	2.19
	Post	X	7.22	6.94	6.78	7.27	7.70	7.52	7.59	6.33	7.00	6.82	7.44
		SD	1.56	2.22	2.08	1.84	1.92	2.26	2.04	1.50	.00	1.93	2.02
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	566.39	1	566.39	155.97	<.001
Sex/Marital Status	.51	1	.51	.14	.708
Counselor	69.35	10	6.94	1.91	.042
Interaction	56.93	10	5.69	1.57	.113
Covariate: Pretest	229.99	1	229.99	63.33	<.001
Error	1,772.07	488	3.63	----	----

Table III.238

16PF Q_4 Scale: Sex/Marital Status by Counselor

Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Male	Pre	$\bar{X}$	6.38	6.19	6.44	6.84	6.18	5.71	5.65	5.22	10.00	6.36	6.60
		SD	2.20	2.52	2.47	2.42	2.32	2.28	2.13	2.91	.00	2.36	2.90
	Post	$\bar{X}$	5.13	5.71	5.50	6.00	4.91	5.53	5.00	4.67	6.00	5.05	6.13
		SD	2.17	2.63	2.30	2.13	1.76	2.53	1.95	1.94	.00	2.01	1.73
		N	8	21	36	55	11	17	20	9	1	22	15
Female	Pre	$\bar{X}$	7.67	8.06	7.22	7.28	7.43	7.24	7.44	6.78	5.00	7.25	6.96
		SD	3.12	2.88	2.41	2.26	1.83	2.71	2.49	1.79	.00	2.25	1.88
	Post	$\bar{X}$	6.11	6.94	6.98	6.39	6.48	5.56	6.55	6.33	10.00	6.39	6.32
		SD	1.90	2.21	2.24	2.23	2.73	2.27	2.43	1.94	.00	2.47	1.91
		N	9	35	41	71	23	25	29	9	1	28	25

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	513.49	1	513.49	125.37	<.001
Sex/Marital Status	41.13	1	41.13	10.04	.002
Counselor	39.75	10	3.97	.97	.468
Interaction	59.28	10	5.93	1.45	.156
Covariate: Pretest	441.04	1	441.04	107.68	<.001
Error	1,998.80	488	4.10	----	----

Table III.239

16PF A Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\overline{X}$	7.79	7.88	7.46	7.77	7.79	8.03	6.96	7.23	7.00	8.03	8.00
		SD	2.33	2.96	2.04	2.19	2.16	2.33	2.24	1.30	.00	2.14	2.22
	Post	$\overline{X}$	8.29	7.39	7.37	7.33	7.69	7.36	7.02	6.92	10.00	7.62	7.95
		SD	1.94	2.15	2.33	2.26	2.32	2.17	1.88	1.89	.00	2.11	2.01
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\overline{X}$	6.67	7.20	8.00	7.75	7.00	9.00	6.67	6.60	8.00	7.67	8.00
		SD	.58	1.30	2.88	1.88	3.32	.00	2.08	2.61	.00	2.23	.00
	Post	$\overline{X}$	6.00	6.40	8.13	6.94	7.20	9.50	7.33	7.80	4.00	7.33	11.00
		SD	1.00	2.97	2.53	2.02	1.79	.71	.58	1.64	.00	2.10	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	472.36	1	472.36	128.55	<.001
Ethnic Group	1.34	1	1.34	.36	.546
Counselor	31.67	10	3.17	.86	.569
Interaction	54.74	10	5.47	1.49	.140
Covariate: Pretest	471.90	1	471.90	128.43	<.001
Error	1,756.43	478	3.67	----	----

Table III.240

16PF B Scale: Ethnic Group by Counselor

Ethnic			Counselor										
Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	4.29	4.04	4.12	4.04	4.83	3.95	3.93	3.54	4.00	4.03	3.65
		SD	1.44	1.37	1.69	1.49	1.75	1.82	1.45	1.56	.00	1.55	1.34
	Post	$\bar{X}$	4.00	4.33	3.88	3.88	4.52	4.03	3.91	3.62	5.00	3.95	3.59
		SD	1.18	1.47	1.45	1.65	1.84	1.50	1.65	1.45	.00	1.27	1.40
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	2.67	3.40	3.25	3.75	2.20	3.00	4.00	2.80	5.00	2.50	4.00
		SD	.58	.89	1.16	1.24	1.48	1.41	1.00	1.48	.00	1.51	.00
	Post	$\bar{X}$	4.33	4.40	3.13	3.56	2.80	4.00	3.67	3.60	4.00	3.58	5.00
		SD	.58	1.14	1.13	1.63	1.64	1.41	1.53	1.52	.00	1.16	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	248.27	1	248.27	130.27	<.001
Ethnic Group	.08	1	.08	.04	.839
Counselor	14.27	10	1.43	.75	.678
Interaction	10.29	10	1.03	.54	.862
Covariate: Pretest	194.81	1	194.81	102.22	<.001
Error	910.95	478	1.91	----	----

Table III.241

16PF C Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	6.57	5.75	5.88	6.57	5.14	5.67	6.18	4.85	9.00	6.35	6.30
		SD	2.44	2.38	2.58	2.25	2.72	2.44	2.69	2.19	.00	1.90	2.16
	Post	$\bar{X}$	8.00	6.76	6.29	6.57	7.31	6.97	6.87	6.77	2.00	6.86	6.14
		SD	2.75	2.10	2.31	2.10	2.58	2.18	2.30	1.54	.00	2.11	2.53
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	7.00	6.20	5.25	7.13	6.00	9.50	6.00	7.20	4.00	6.17	6.00
		SD	1.00	3.03	2.71	2.96	2.92	2.12	2.00	1.92	.00	2.55	.00
	Post	$\bar{X}$	6.87	7.80	5.50	6.94	7.80	8.00	7.33	8.00	4.00	7.75	8.00
		SD	2.31	3.11	2.33	2.64	1.92	1.41	.58	1.87	.00	2.73	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	756.21	1	756.21	177.62	<.001
Ethnic Group	13.09	1	13.09	3.07	.080
Counselor	99.78	10	9.98	2.34	.010
Interaction	21.40	10	2.14	.50	.888
Covariate: Pretest	425.72	1	425.72	100.00	<.001
Error	2,035.05	478	4.28	----	----

Table III.242

16PF E Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	4.71	5.41	5.28	4.94	4.17	5.36	4.76	5.15	7.00	4.65	5.41
		SD	2.55	2.70	2.03	2.10	2.16	2.19	2.47	2.30	.00	2.03	1.89
	Post	$\bar{X}$	5.50	5.92	5.15	5.11	4.03	5.72	5.47	6.08	4.00	5.27	5.70
		SD	2.18	2.37	1.85	2.05	2.50	2.04	2.25	2.14	.00	2.04	2.41
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	3.33	3.00	4.13	3.63	4.80	2.00	3.67	4.40	7.00	3.83	4.00
		SD	2.08	2.45	1.96	2.33	1.30	.00	1.53	.89	.00	1.59	.00
	Post	$\bar{X}$	4.67	4.60	5.25	4.56	4.20	2.00	4.67	6.00	7.00	4.50	7.00
		SD	.58	3.13	2.05	2.45	1.10	.00	2.31	2.55	.00	2.24	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	395.67	1	395.67	113.14	<.001
Ethnic Group	1.66	1	1.66	.47	.492
Counselor	40.66	10	4.07	1.16	.314
Interaction	21.53	10	2.15	.62	.801
Covariate: Pretest	570.46	1	570.46	163.12	<.001
Error	1,671.61	478	3.50	----	----

Table III.243

16PF F Scale: Ethnic Group by Counselor

Ethnic Group	Testing		A	B	C	D	E	F	G	H	I	J	K
			Counselor										
Caucasian	Pre	$\bar{X}$	6.86	7.12	6.43	6.73	6.69	7.18	6.53	6.62	8.00	6.62	7.03
		SD	1.99	2.23	2.08	2.28	2.65	1.73	1.89	2.47	.00	2.23	1.89
	Post	X	7.93	7.39	6.74	6.45	7.03	7.36	6.78	6.69	7.00	6.95	6.89
		SD	1.90	2.15	2.06	1.95	2.10	2.07	1.73	2.06	.00	2.04	2.34
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	4.00	5.20	5.88	5.38	4.60	5.50	6.00	6.40	9.00	5.75	7.00
		SD	1.73	1.30	2.17	2.39	2.61	3.54	1.73	1.87	.00	1.96	.00
	Post	X	6.33	7.20	6.00	6.19	5.40	5.50	5.67	7.80	8.00	7.17	7.00
		SD	1.53	2.39	2.14	2.61	3.21	.71	1.53	2.49	.00	1.40	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	646.58	1	646.58	180.48	<.001
Ethnic Group	.10	1	.10	.03	.868
Counselor	33.02	10	3.30	.92	.513
Interaction	20.96	10	2.10	.58	.827
Covariate: Pretest	320.79	1	320.79	89.54	<.001
Error	1,712.46	478	3.58	----	----

Table III.244

16PF G Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	8.36	7.84	8.31	8.17	8.14	7.87	8.58	8.46	7.00	8.38	8.22
		SD	1.78	1.99	2.01	1.98	1.77	1.85	1.90	1.94	.00	1.83	1.97
	Post	X	8.64	7.61	8.03	7.69	7.66	7.18	8.04	8.15	9.00	7.62	7.68
		SD	1.95	2.26	1.58	2.17	1.63	2.05	2.13	2.27	.00	2.18	2.22
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	8.67	8.80	8.50	9.00	8.80	10.00	10.33	8.80	8.00	8.58	8.00
		SD	1.53	2.77	1.69	1.93	2.28	.00	.58	1.79	.00	2.15	.00
	Post	X	6.33	8.40	7.25	7.94	9.00	10.00	8.00	7.00	7.00	7.42	9.00
		SD	.58	2.51	1.67	2.02	.71	.00	1.00	.71	.00	2.39	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	493.86	1	493.86	132.39	<.001
Ethnic Group	1.41	1	1.41	.38	.539
Counselor	17.03	10	1.70	.46	.917
Interaction	44.36	10	4.44	1.19	.296
Covariate: Pretest	211.48	1	211.48	56.69	<.001
Error	1,782.94	478	3.73	----	----

Table III.245

16PF H Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	5.50	6.02	6.26	6.05	5.41	5.79	6.13	5.08	7.00	5.92	6.59
		SD	3.01	3.03	2.69	2.69	3.30	3.14	2.52	2.81	.00	2.14	2.69
	Post	$\bar{X}$	7.43	6.25	6.48	6.19	5.97	6.54	6.67	4.92	4.00	6.30	7.16
		SD	2.50	2.64	2.80	2.58	3.02	2.51	2.06	2.43	.00	2.03	2.74
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	6.67	5.40	4.13	6.06	3.80	2.00	5.00	6.00	8.00	4.83	9.00
		SD	2.08	2.30	2.17	3.04	2.49	.00	1.00	2.55	.00	2.92	.00
	Post	$\bar{X}$	7.33	6.80	4.50	5.44	5.00	4.00	4.67	7.80	5.00	5.92	9.00
		SD	2.52	2.59	2.73	2.66	2.74	1.41	2.31	2.77	.00	2.50	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	388.91	1	388.91	96.00	<.001
Ethnic Group	.43	1	.43	.11	.744
Counselor	66.97	10	6.70	1.65	.089
Interaction	41.69	10	4.17	1.03	.417
Covariate: Pretest	1,221.83	1	1,221.83	301.59	<.001
Error	1,936.53	478	4.05	----	----

Table III.246

16PF I Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	5.07	5.31	5.40	5.44	6.41	5.74	5.64	6.54	6.00	5.59	5.70
		SD	2.46	2.57	2.30	2.38	2.10	2.10	2.32	1.98	.00	1.54	1.94
	Post	$\bar{X}$	5.36	5.45	5.23	5.77	6.21	5.51	6.69	5.85	5.00	5.59	5.49
		SD	1.69	2.56	2.20	1.99	2.37	2.06	1.94	1.07	.00	2.02	1.95
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	7.33	5.20	4.25	5.63	3.80	9.00	6.67	6.60	4.00	5.17	5.00
		SD	1.15	1.10	1.98	1.20	2.05	.00	2.31	2.70	.00	1.99	.00
	Post	$\bar{X}$	6.00	5.00	5.38	5.69	5.60	7.50	6.67	7.80	6.00	4.92	7.00
		SD	3.00	2.74	1.19	1.74	2.07	2.12	2.52	1.92	.00	2.11	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	417.39	1	417.39	124.55	<.001
Ethnic Group	7.88	1	7.88	2.35	.126
Counselor	19.23	10	1.92	.57	.836
Interaction	26.04	10	2.60	.78	.651
Covariate: Pretest	482.07	1	482.07	143.85	<.001
Error	1,601.92	478	3.35	----	----

Table III.247

16PF L Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	5.07	5.31	5.71	5.22	4.83	5.51	4.78	5.85	5.00	4.78	5.22
		SD	1.64	1.91	2.02	2.01	1.28	2.26	1.95	2.15	.00	1.51	1.84
	Post	X	4.79	5.61	5.57	5.42	4.79	5.21	4.98	5.92	8.00	5.32	5.78
		SD	1.93	1.97	1.95	1.87	1.99	2.02	2.02	1.38	.00	1.73	1.72
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	5.67	4.40	5.25	5.63	4.60	3.00	4.33	4.80	5.00	4.67	6.00
		SD	1.53	.89	1.83	2.70	1.67	2.83	2.89	1.64	.00	2.46	.00
	Post	$\bar{X}$	3.33	3.60	6.00	5.19	5.40	4.50	4.33	4.20	9.00	5.17	6.00
		SD	1.15	3.51	2.00	2.29	.89	2.12	2.08	1.30	.00	2.17	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	471.47	1	471.47	149.78	$<.001$
Ethnic Group	1.84	1	1.84	.59	.444
Counselor	51.96	10	5.20	1.65	.090
Interaction	28.92	10	2.89	.92	.515
Covariate: Pretest	274.92	1	274.92	87.34	$<.001$
Error	1,504.60	478	3.15	----	----

Table III.248

16PF M Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\overline{X}$	5.14	4.39	4.94	4.93	5.55	5.00	4.58	4.77	1.00	4.65	4.86
		SD	1.75	2.55	1.45	2.03	2.08	1.65	1.83	1.24	.00	1.86	2.20
	Post	X	4.86	4.57	5.35	5.17	5.38	5.59	5.22	5.69	4.00	5.14	5.16
		SD	1.66	2.22	1.93	1.76	1.61	1.63	1.82	1.65	.00	1.81	2.23
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\overline{X}$	5.33	5.00	4.75	4.44	2.00	3.00	4.00	6.60	6.00	4.42	2.00
		SD	1.53	1.22	2.43	2.16	.71	1.41	2.00	2.07	.00	1.08	.00
	Post	X	5.00	6.40	4.88	5.31	4.60	5.50	4.33	6.00	2.00	5.50	3.00
		SD	1.73	1.82	1.73	1.89	1.67	2.12	2.08	.71	.00	1.88	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	489.99	1	489.99	165.77	<.001
Ethnic Group	1.41	1	1.41	.48	.490
Counselor	18.05	10	1.80	.61	.805
Interaction	26.55	10	2.66	.90	.535
Covariate: Pretest	252.20	1	252.20	85.32	<.001
Error	1,412.91	478	2.96	----	----

Table III.249

16PF N Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	4.93	5.16	5.14	6.94	5.45	5.38	4.87	5.77	2.00	4.81	5.46
		SD	2.46	2.34	1.73	2.11	2.11	1.79	2.19	2.31	.00	1.75	1.95
	Post	$\bar{X}$	4.29	4.76	5.11	5.25	4.45	4.92	4.73	4.38	8.00	4.57	4.54
		SD	1.77	2.15	1.98	2.15	2.32	2.57	1.94	2.47	.00	2.26	1.91
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	5.67	4.40	6.25	5.88	6.40	4.50	6.00	5.40	5.00	5.25	6.00
		SD	1.53	1.52	1.83	2.39	2.70	.71	1.00	1.82	.00	1.76	.00
	Post	$\bar{X}$	3.67	4.00	5.88	6.56	4.40	6.50	6.00	4.80	8.00	4.08	6.00
		SD	1.15	2.24	1.46	2.16	1.52	.71	1.73	1.64	.00	1.78	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	442.48	1	442.48	112.89	<.001
Ethnic Group	1.04	1	1.04	.27	.606
Counselor	117.77	10	11.78	3.00	.001
Interaction	30.56	10	3.06	.78	.649
Covariate: Pretest	270.05	1	270.05	68.90	<.001
Error	1,873.48	478	3.92	----	----

Table III.250

16PF O Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	7.21	6.78	6.77	6.80	7.24	6.97	6.58	7.23	6.00	7.32	6.89
		SD	2.64	2.90	2.70	2.62	2.91	2.80	2.71	2.35	.00	2.61	2.55
	Post	$\bar{X}$	6.07	5.73	6.62	6.06	5.28	5.87	5.62	5.23	6.00	6.03	5.95
		SD	2.64	2.92	2.48	2.36	2.78	2.67	2.51	1.96	.00	2.79	2.73
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	7.33	6.80	8.75	6.50	9.60	4.00	9.67	5.60	12.00	7.42	4.00
		SD	2.08	2.28	2.38	2.68	1.67	1.41	2.08	2.30	.00	2.81	.00
	Post	$\bar{X}$	2.33	3.20	7.13	6.25	5.80	6.00	8.00	6.80	10.00	5.92	3.00
		SD	3.21	3.96	2.36	2.49	1.48	1.41	2.65	1.10	.00	2.64	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	297.65	1	297.65	55.83	<.001
Ethnic Group	1.19	1	1.19	.22	.636
Counselor	115.60	10	11.56	2.17	.019
Interaction	95.72	10	9.57	1.80	.059
Covariate: Pretest	633.39	1	633.39	118.80	<.001
Error	2,548.47	478	5.33	----	----

Table III.251

16PF Q_1 Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	5.79	5.76	5.74	6.21	5.90	6.03	6.18	6.85	2.00	6.08	6.24
		SD	1.72	2.44	2.09	2.26	2.93	2.27	2.24	2.61	.00	2.02	1.80
	Post	$\bar{X}$	5.93	6.02	5.78	6.02	5.66	6.23	6.38	6.92	2.00	6.05	5.86
		SD	1.77	2.25	1.92	2.09	2.72	2.51	2.42	2.81	.00	1.75	2.02
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	6.33	5.00	5.38	6.69	5.80	5.00	5.67	8.20	6.00	5.75	6.00
		SD	1.15	1.00	1.85	2.36	1.70	1.41	.58	1.30	.00	1.76	.00
	Post	$\bar{X}$	4.33	6.00	5.00	5.38	4.80	5.00	7.00	7.00	6.00	5.42	6.00
		SD	1.53	1.73	2.51	2.03	.84	2.82	2.65	1.87	.00	1.73	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	273.33	1	273.33	81.96	$<.001$
Ethnic Group	.41	1	.41	.12	.726
Counselor	29.25	10	2.92	.88	.555
Interaction	15.46	10	1.55	.46	.913
Covariate: Pretest	654.03	1	654.03	196.11	$<.001$
Error	1,594.10	478	3.33	----	----

Table III.252

16PF Q_2 Scale: Ethnic Group by Counselor

Ethnic Group	Testing		A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\overline{X}$	4.93	4.71	4.66	4.65	4.86	3.97	4.53	5.23	4.00	4.73	5.14
		SD	1.73	2.77	2.53	2.12	2.47	2.11	2.36	1.69	.00	1.69	1.92
	Post	$\overline{X}$	4.93	4.69	5.52	5.15	5.31	5.36	4.91	5.38	7.00	4.95	5.81
		SD	1.98	2.53	2.41	2.00	2.62	2.35	1.74	2.43	.00	2.11	1.78
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\overline{X}$	6.33	6.20	5.00	5.50	6.00	5.50	3.67	5.60	6.00	5.42	3.00
		SD	.58	.84	2.14	2.19	3.46	2.12	2.08	2.19	.00	1.98	.00
	Post	$\overline{X}$	6.33	3.60	5.13	6.06	5.40	8.00	5.00	4.20	5.00	4.50	5.00
		SD	1.15	2.07	1.55	2.11	1.95	1.41	1.73	2.49	.00	2.11	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	482.85	1	482.85	126.67	<.001
Ethnic Group	2.50	1	2.50	.66	.418
Counselor	73.69	10	7.37	1.93	.039
Interaction	43.24	10	4.32	1.13	.334
Covariate: Pretest	431.85	1	431.85	113.29	<.001
Error	1,822.03	478	3.81	----	----

Table III.253

16PF Q_3 Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\bar{X}$	7.50	6.92	7.14	7.36	7.03	7.38	7.89	6.62	8.00	7.19	7.00
		SD	1.65	2.29	2.05	1.90	1.70	2.39	1.92	1.80	.00	1.63	1.91
	Post	$\bar{X}$	7.79	7.29	7.17	7.23	8.21	6.97	7.84	7.23	7.00	6.92	6.78
		SD	1.81	2.14	2.07	1.90	1.97	2.03	2.07	1.09	.00	2.36	2.03
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\bar{X}$	6.67	6.20	6.75	7.38	7.20	8.00	7.67	6.60	8.00	7.42	9.00
		SD	2.08	1.79	1.83	2.13	2.59	1.41	2.08	2.07	.00	1.78	.00
	Post	$\bar{X}$	7.00	7.60	6.25	6.88	7.40	10.50	7.33	5.20	6.00	7.00	8.00
		SD	1.00	2.07	2.19	2.16	2.97	.71	1.53	.45	.00	2.73	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	557.20	1	557.20	150.61	<.001
Ethnic Group	.46	1	.46	.12	.724
Counselor	45.61	10	4.56	1.23	.267
Interaction	43.81	10	4.38	1.18	.299
Covariate: Pretest	231.45	1	231.45	62.56	<.001
Error	1,768.45	478	3.70	----	----

Table III.254

16PF Q_4 Scale: Ethnic Group by Counselor

Ethnic Group	Testing		Counselor										
			A	B	C	D	E	F	G	H	I	J	K
Caucasian	Pre	$\overline{X}$	7.43	7.53	6.91	6.75	7.17	6.64	6.60	6.31	5.00	6.84	7.08
		SD	2.87	2.75	2.40	2.42	1.83	2.71	2.54	2.10	.00	2.34	2.11
	Post	$\overline{X}$	5.64	6.59	6.35	6.20	6.00	5.69	5.84	5.08	10.00	5.89	6.27
		SD	2.17	2.48	2.38	2.20	2.56	2.28	2.37	2.10	.00	2.28	1.88
		N	14	51	65	109	29	39	45	13	1	37	37
Minority	Pre	$\overline{X}$	5.33	5.60	6.25	6.13	6.20	5.50	8.67	5.20	10.00	6.83	5.00
		SD	.58	3.85	3.20	2.50	3.19	.71	1.15	3.42	.00	2.44	.00
	Post	$\overline{X}$	5.67	5.40	6.25	6.44	5.80	4.50	7.00	6.60	6.00	5.67	7.00
		SD	1.53	1.52	2.55	2.19	2.68	3.54	2.65	1.67	.00	2.71	.00
		N	3	5	8	16	5	2	3	5	1	12	1

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	436.06	1	436.06	104.52	<.001
Ethnic Group	.55	1	.55	.13	.716
Counselor	26.49	10	2.65	.63	.784
Interaction	40.59	10	4.06	.97	.466
Covariate: Pretest	536.08	1	536.08	128.49	<.001
Error	1,994.34	478	4.17	----	----

Table III.255

16PF A Scale: Counselor by Completion

Group	Testing		Counselor A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	7.67	8.02	7.30	7.86	7.93	8.07	6.91	8.22	7.90
		SD	2.78	2.17	2.18	2.08	2.40	2.16	2.32	2.42	1.99
	Post	$\bar{X}$	8.78	7.35	7.31	7.57	7.86	7.89	7.06	8.00	8.28
		SD	1.86	2.21	2.24	2.22	2.22	2.20	1.78	2.05	2.00
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	7.33	7.29	7.43	8.22	7.00	7.13	6.64	7.14	6.40
		SD	1.15	2.14	1.13	2.34	1.00	2.42	2.06	1.57	2.88
	Post	$\bar{X}$	8.33	8.00	6.57	7.17	7.33	7.38	6.73	7.57	6.40
		SD	.58	2.16	2.64	2.01	2.08	1.41	1.74	1.27	2.51
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	7.60	7.00	8.13	7.09	6.00	9.67	7.67	7.36	9.50
		SD	1.52	2.53	2.42	2.18	2.00	2.16	1.53	1.50	1.87
	Post	$\bar{X}$	6.00	6.17	8.20	6.23	5.67	5.67	8.00	6.18	8.50
		SD	1.58	2.32	2.21	2.14	2.08	1.97	2.65	2.09	1.52
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	477.91	1	477.91	137.54	<.001
Counselor	23.46	8	2.93	.84	.564
Completion	48.17	2	24.09	6.93	.001
Interaction	88.65	16	5.54	1.59	.066
Covariate: Pretest	449.29	1	449.29	129.31	<.001
Error	1,605.26	462	3.47	----	----

Table III.256

16PF B Scale: Counselor by Completion

Group	Testing		Counselor								
			A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	4.33	4.26	3.91	4.13	4.54	4.39	3.86	4.03	3.90
		SD	1.80	1.31	1.64	1.52	1.97	1.69	1.42	1.71	1.37
	Post	$\bar{X}$	4.22	4.44	3.65	3.98	4.46	4.32	4.00	4.19	3.69
		SD	1.20	1.48	1.46	1.67	1.93	1.54	1.51	1.33	1.39
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	4.33	2.86	4.71	3.89	5.00	3.38	4.18	3.57	2.60
		SD	.58	1.07	1.60	1.45	1.73	1.51	1.47	2.07	1.67
	Post	$\bar{X}$	4.33	3.57	4.43	4.11	4.33	3.38	3.64	3.71	3.00
		SD	.58	1.13	1.40	1.91	.58	1.41	1.80	.95	1.58
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	3.20	3.33	3.80	3.45	3.00	2.33	3.67	2.82	3.17
		SD	.84	1.03	1.66	1.22	1.73	1.63	1.53	.98	1.47
	Post	$\bar{X}$	3.60	4.50	3.87	3.05	2.33	3.33	3.33	3.27	4.17
		SD	1.14	1.22	1.36	1.05	1.53	.52	2.52	1.27	1.47
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	309.70	1	309.70	162.19	<.001
Counselor	9.45	8	1.18	.62	.762
Completion	2.70	2	1.35	.71	.493
Interaction	25.91	16	1.62	.85	.630
Covariate: Pretest	173.83	1	173.83	91.03	<.001
Error	882.17	462	1.91	----	----

Table III.257

16PF C Scale: Counselor by Completion

Group	Testing		Counselor								
			A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\overline{X}$	7.33	6.07	5.83	6.77	5.39	6.61	6.57	6.25	6.31
		SD	2.55	2.46	2.57	2.22	2.85	2.06	2.80	2.03	1.95
	Post	X	8.67	6.91	6.44	6.87	7.71	7.43	7.57	7.41	6.21
		SD	2.55	2.20	2.30	2.18	2.39	1.91	1.99	2.38	2.40
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\overline{X}$	6.33	5.86	5.00	6.00	4.67	5.13	5.00	7.29	6.20
		SD	.58	1.57	1.63	2.45	3.06	3.76	2.10	2.14	2.17
	Post	X	8.00	6.43	5.00	6.22	5.33	6.13	5.18	6.00	6.80
		SD	1.73	2.64	2.24	2.13	3.21	3.04	1.99	1.83	.84
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\overline{X}$	5.60	3.67	5.93	6.77	4.67	4.00	4.00	5.73	6.50
		SD	2.07	2.07	3.01	2.72	1.53	2.10	2.00	1.95	2.95
	Post	X	7.20	7.00	6.00	5.95	6.33	6.00	5.33	6.64	5.83
		SD	3.35	1.90	2.85	1.99	2.08	1.26	1.53	2.11	3.71
		N	5	6	15	22	3	6	3	11	5

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,121.84	1	1,121.84	261.47	<.001
Counselor	59.94	8	7.49	1.75	.086
Completion	40.41	2	20.20	4.71	.009
Interaction	49.96	16	3.12	.73	.766
Covariate: Pretest	379.21	1	379.21	88.39	<.001
Error	1,982.19	462	4.29	----	----

Table III.258

16PF E Scale: Counselor by Completion

Group	Testing		Counselor								
			A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	4.78	5.30	5.09	4.86	4.50	5.18	4.97	4.44	5.34
		SD	2.91	2.82	1.93	2.09	2.10	2.04	2.65	2.00	2.09
	Post	$\bar{X}$	6.11	5.72	4.94	5.33	4.04	5.39	5.66	4.97	5.97
		SD	2.03	2.38	1.85	2.00	2.47	1.83	2.27	2.13	2.47
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	5.00	4.29	5.14	4.06	3.33	4.00	3.91	4.57	5.40
		SD	2.65	2.29	2.19	2.07	1.15	2.67	2.02	2.23	1.14
	Post	$\bar{X}$	5.33	4.71	5.14	4.61	4.67	4.88	4.73	3.86	4.40
		SD	1.53	1.38	1.86	2.35	1.53	2.70	2.49	1.21	1.67
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	3.60	5.50	5.20	4.95	3.00	6.67	5.67	4.45	5.17
		SD	1.67	2.95	2.34	2.44	2.00	1.97	1.15	1.69	1.83
	Post	$\bar{X}$	4.00	7.67	5.53	4.36	3.67	7.00	6.33	6.09	5.50
		SD	1.73	3.14	2.03	2.15	2.08	2.28	.58	1.97	2.35
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	543.29	1	543.29	162.55	<.001
Counselor	33.12	8	4.14	1.24	.274
Completion	10.16	2	5.08	1.52	.220
Interaction	84.10	16	5.26	1.57	.072
Covariate: Pretest	579.46	1	579.46	173.37	<.001
Error	1,544.13	462	3.34	----	----

Table III.259

16PF F Scale: Counselor by Completion

Group	Testing		Counselor								
			A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	6.67	7.09	6.24	6.70	6.39	7.25	6.97	6.66	7.14
		SD	1.73	2.18	2.04	2.32	2.67	1.67	1.99	2.34	1.96
	Post	$\bar{X}$	8.44	7.44	6.63	6.59	7.07	7.61	7.09	6.97	6.86
		SD	2.01	2.10	2.17	1.95	2.19	1.89	1.74	1.94	2.42
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	5.67	7.00	6.29	6.28	6.67	6.63	5.64	6.86	6.60
		SD	2.08	2.71	.125	2.63	4.51	2.39	.81	1.46	1.14
	Post	$\bar{X}$	7.67	7.86	7.14	6.50	5.33	6.13	5.73	7.14	4.80
		SD	1.53	2.73	1.07	2.12	3.51	2.23	1.35	1.95	1.64
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	6.20	5.83	6.60	6.23	6.00	7.17	5.00	5.45	6.50
		SD	3.27	2.04	2.47	2.11	2.00	1.72	1.73	1.81	1.76
	Post	$\bar{X}$	6.20	6.33	6.60	5.64	5.67	7.33	6.00	7.09	7.83
		SD	1.10	1.86	2.13	2.15	2.08	2.25	1.00	1.81	1.60
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	789.91	1	789.91	227.21	$<.001$
Counselor	45.18	8	5.65	1.62	.115
Completion	17.95	2	8.98	2.58	.077
Interaction	75.12	16	4.69	1.35	.162
Covariate: Pretest	304.50	1	304.50	87.59	$<.001$
Error	1,606.16	462	3.48	----	----

Table III.260

16PF G SCale: Counselor by Completion

			Counselor								
Group	Testing		A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	8.44	8.07	8.22	8.31	8.54	7.75	8.80	8.53	8.21
		SD	1.74	2.14	1.97	1.93	1.79	1.88	1.78	1.98	2.13
	Post	$\bar{X}$	9.56	7.95	7.96	7.90	8.07	7.39	8.29	7.91	7.62
		SD	1.33	2.33	1.81	2.15	1.56	1.95	2.01	1.91	2.40
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	7.33	7.14	8.14	8.33	7.67	9.13	8.64	8.00	8.20
		SD	2.31	.90	2.41	2.00	1.53	1.90	2.16	2.52	1.48
	Post	$\bar{X}$	7.67	6.57	8.29	8.33	6.00	9.13	7.18	7.57	7.40
		SD	2.08	1.27	1.25	1.91	1.00	.83	2.04	1.72	.55
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	9.00	7.83	8.53	8.00	6.00	7.83	8.00	8.64	7.67
		SD	1.22	2.48	1.88	2.25	.00	1.47	2.65	1.29	1.37
	Post	$\bar{X}$	6.20	7.00	7.80	6.59	7.67	5.00	8.33	6.73	8.50
		SD	.84	2.53	1.42	1.97	1.53	1.79	2.52	3.07	1.64
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	538.74	1	538.74	153.87	<.001
Counselor	18.76	8	2.35	.67	.718
Completion	33.79	2	16.89	4.82	.008
Interaction	117.81	16	7.36	2.10	.007
Covariate: Pretest	212.50	1	212.50	60.69	<.001
Error	1,617.57	462	3.50	----	----

Table III.261

16PF H Scale: Counselor by Completion

Group	Testing		Counselor								
			A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	5.33	6.19	5.85	6.31	5.43	5.71	6.09	5.56	6.66
		SD	2.96	2.89	2.48	2.77	2.97	3.09	2.49	2.55	2.74
	Post	$\bar{X}$	8.11	6.35	6.22	6.44	6.36	6.86	6.77	6.25	7.17
		SD	2.37	2.66	2.76	2.71	2.86	2.43	2.31	2.17	2.70
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	5.00	5.86	5.43	5.28	6.33	4.88	5.45	6.00	5.40
		SD	3.46	3.98	3.46	2.19	5.03	3.76	2.58	2.52	2.61
	Post	$\bar{X}$	7.00	6.57	5.29	5.67	4.33	5.63	5.91	5.57	5.60
		SD	3.00	2.99	2.69	2.40	2.52	3.20	1.30	1.72	2.19
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	5.60	4.50	6.53	5.59	1.67	6.50	7.33	5.36	7.17
		SD	2.88	2.07	2.90	2.79	2.08	2.88	1.15	2.01	2.32
	Post	$\bar{X}$	6.40	5.67	6.67	5.14	2.33	5.67	5.67	6.27	8.67
		SD	2.30	2.07	3.02	1.93	1.53	1.51	1.15	2.37	2.34
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	588.37	1	588.37	148.55	<.001
Counselor	60.62	8	7.58	1.91	.056
Completion	40.14	2	20.07	5.07	.007
Interaction	70.62	16	4.41	1.11	.338
Covariate: Pretest	1,153.55	1	1,153.55	291.24	<.001
Error	1,829.92	462	3.96	----	----

Table III.262

16PF I Scale: Counselor by Completion

Group	Testing		Counselor A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	4.44	5.28	5.52	5.13	6.07	5.79	5.23	5.34	5.66
		SD	1.42	2.60	2.46	2.32	2.26	2.01	2.33	1.62	1.90
	Post	$\bar{X}$	4.56	5.53	5.09	5.59	5.64	5.18	5.86	5.28	5.52
		SD	1.13	2.47	2.07	1.84	2.16	1.87	2.12	2.14	1.99
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	7.33	6.43	5.29	6.28	7.33	6.00	6.82	6.29	6.00
		SD	3.06	1.90	1.25	2.24	1.53	2.51	1.60	1.11	1.58
	Post	$\bar{X}$	6.00	5.43	5.14	6.17	9.00	7.38	5.82	5.57	6.20
		SD	1.73	2.70	1.68	2.38	1.73	2.45	1.33	2.15	1.30
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	6.20	4.17	4.60	6.23	4.33	6.00	7.00	5.64	5.50
		SD	3.03	1.47	1.72	1.72	2.52	2.76	2.65	2.06	2.26
	Post	$\bar{X}$	6.80	4.50	5.07	6.05	7.67	5.67	4.67	5.82	5.00
		SD	2.39	3.21	1.79	1.99	1.53	1.63	2.08	1.66	1.90
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	499.66	1	499.66	155.34	<.001
Counselor	53.71	8	6.71	2.09	.036
Completion	10.69	2	5.35	1.66	.191
Interaction	91.82	16	5.74	1.78	.031
Covariate: Pretest	458.19	1	458.19	142.44	<.001
Error	1,486.10	462	3.22	----	----

Table III.263

16PF L Scale: Counselor by Completion

Group	Testing		Counselor								
			A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	5.00	5.16	5.48	5.13	4.79	5.04	7.34	4.78	5.38
		SD	1.73	1.80	1.89	2.04	1.17	2.33	1.89	1.58	1.88
	Post	$\bar{X}$	3.67	5.23	5.20	5.13	4.75	4.93	4.66	4.78	5.86
		SD	.87	2.19	1.59	1.90	1.92	2.02	1.97	1.72	1.71
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	4.33	4.86	6.71	5.94	5.00	5.75	5.91	4.71	4.60
		SD	1.53	.90	1.38	2.67	1.00	2.71	1.70	2.69	.89
	Post	$\bar{X}$	6.00	5.14	7.14	6.00	5.67	5.13	5.73	6.14	6.40
		SD	1.73	1.86	2.48	1.91	2.52	2.10	2.05	1.57	.55
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	6.00	6.17	6.00	5.27	4.67	6.33	5.00	5.00	5.17
		SD	1.22	2.93	2.36	1.72	3.06	1.21	2.65	1.95	1.94
	Post	$\bar{X}$	5.20	7.17	6.27	5.91	5.33	6.17	5.00	6.18	4.33
		SD	2.68	1.94	2.25	1.82	.58	1.60	1.73	1.78	2.16
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	629.29	1	629.29	203.81	<.001
Counselor	19.26	8	2.41	.78	.621
Completion	44.80	2	22.40	7.26	.001
Interaction	53.92	16	3.37	1.09	.360
Covariate: Pretest	227.76	1	227.76	73.77	<.001
Error	1,426.48	462	3.09	----	----

Table III.264

16PF M Scale: Counselor by Completion

			Counselor								
Group	Testing		A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\overline{X}$	5.11	4.70	5.02	5.05	5.14	5.29	4.57	4.47	5.00
		SD	1.27	2.52	1.65	1.93	2.43	1.72	1.94	1.72	2.49
	Post	$\overline{X}$	4.56	4.67	5.31	5.19	5.21	5.64	[illegible].26	5.25	5.31
		SD	1.59	2.23	1.67	1.96	1.75	1.81	2.03	1.93	2.51
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\overline{X}$	4.00	3.71	4.14	3.89	5.33	3.88	4.36	4.29	4.60
		SD	2.00	2.36	1.31	2.14	1.15	1.46	1.63	1.89	1.14
	Post	$\overline{X}$	4.33	5.14	4.86	5.33	6.00	5.50	4.82	5.00	4.80
		SD	1.15	1.86	3.48	1.37	.00	1.31	1.17	2.00	.84
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\overline{X}$	6.00	3.50	5.13	5.00	3.67	4.33	4.67	5.10	4.67
		SD	2.00	2.07	1.92	2.25	2.08	1.03	.58	1.45	2.42
	Post	$\overline{X}$	5.80	4.67	5.00	5.18	5.00	5.17	5.33	5.45	4.83
		SD	1.79	2.94	1.51	1.37	1.00	1.17	.58	1.44	1.94
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	683.89	1	683.89	227.57	<.001
Counselor	8.86	8	1.11	.37	.937
Completion	1.81	2	.91	.30	.740
Interaction	16.88	16	1.05	.35	.991
Covariate: Pretest	275.24	1	275.24	91.59	<.001
Error	1,388.36	462	3.01	----	----

Table III.265

16PF N Scale: Counselor by Completion

Group	Testing		A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\overline{X}$	4.89	5.12	5.19	4.86	5.54	5.07	4.60	4.75	5.59
		SD	2.20	2.30	1.80	2.07	2.25	1.36	2.09	1.48	1.99
	Post	$\overline{X}$	4.56	4.70	4.76	4.99	4.46	4.64	4.66	3.78	4.69
		SD	1.67	2.19	1.92	2.06	1.91	2.53	1.95	1.88	1.98
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\overline{X}$	5.67	4.00	5.57	5.44	5.67	6.13	6.09	5.86	6.00
		SD	1.53	.82	1.27	2.50	2.52	2.42	2.12	2.27	1.00
	Post	$\overline{X}$	2.67	4.29	6.71	6.06	3.00	5.25	5.09	6.00	4.20
		SD	1.15	1.38	.95	2.65	3.61	2.82	1.92	2.16	2.59
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\overline{X}$	5.00	6.17	5.47	5.59	6.00	6.00	5.00	4.73	4.17
		SD	3.16	2.99	1.85	2.13	2.00	2.45	1.73	2.00	1.60
	Post	$\overline{X}$	4.40	5.17	6.13	6.64	5.67	6.33	5.67	5.36	4.33
		SD	1.67	2.79	1.55	1.68	3.51	1.63	1.53	2.06	1.21
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	474.77	1	474.77	128.51	<.001
Counselor	106.48	8	13.31	3.60	<.001
Completion	30.63	2	15.32	4.15	.016
Interaction	70.86	16	4.43	1.20	.265
Covariate: Pretest	241.27	1	241.27	65.31	<.001
Error	1,706.87	462	3.69	----	----

Table III.266

16PF O Scale: Counselor by Completion

Group	Testing		Counselor A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	7.22	6.74	6.87	6.33	7.32	6.36	6.66	7.13	6.62
		SD	2.64	2.96	2.86	2.60	2.86	2.71	2.69	2.66	2.69
	Post	$\bar{X}$	5.89	5.53	6.50	5.87	4.89	5.61	5.71	5.78	5.76
		SD	2.80	3.27	2.62	2.42	2.50	2.56	2.48	2.84	2.75
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	7.67	7.71	8.43	8.33	7.67	7.38	7.55	8.00	7.80
		SD	2.08	2.63	2.07	2.22	2.08	3.54	2.94	2.52	1.79
	Post	$\bar{X}$	4.67	5.43	8.14	7.28	6.67	6.63	5.73	7.71	6.80
		SD	1.53	2.23	2.27	2.70	2.31	3.62	2.72	2.56	2.77
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	7.00	6.00	7.67	7.18	10.00	7.50	5.67	7.64	6.50
		SD	2.92	2.10	2.13	2.46	3.46	2.88	3.06	2.66	2.66
	Post	$\bar{X}$	5.00	5.33	6.73	5.91	8.33	5.67	6.67	5.73	5.33
		SD	4.30	2.88	1.75	1.38	2.08	1.03	3.21	2.00	2.50
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	479.00	1	479.00	86.07	<.001
Counselor	49.85	8	6.23	1.12	.348
Completion	7.59	2	3.79	.68	.506
Interaction	58.52	16	3.66	.66	.836
Covariate: Pretest	558.69	1	558.69	100.38	<.001
Error	2,571.29	462	5.57	----	----

Table III.267

16PF Q_1 Scale: Counselor by Completion

Group	Testing		Counselor								
			A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	5.44	5.70	5.63	6.27	5.79	5.71	6.29	5.78	6.38
		SD	1.94	2.63	2.08	2.49	2.67	2.45	2.30	1.91	1.78
	Post	$\bar{X}$	5.56	6.23	5.72	5.93	5.75	6.25	6.91	6.25	6.00
		SD	1.67	2.20	2.20	2.06	2.43	2.44	2.41	1.83	2.02
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	7.00	6.14	5.00	5.67	8.00	6.13	5.73	5.86	5.00
		SD	1.00	1.07	1.63	1.68	2.00	2.10	2.00	1.77	1.00
	Post	$\bar{X}$	7.00	4.86	5.57	5.83	6.00	6.13	5.18	5.00	5.60
		SD	2.65	2.12	.79	2.31	3.00	3.09	2.04	1.41	1.95
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	4.80	5.17	6.13	6.73	4.67	6.67	5.67	6.91	6.50
		SD	1.10	.75	2.00	1.55	4.16	1.03	.58	2.07	1.76
	Post	$\bar{X}$	5.00	5.83	5.73	6.05	3.00	5.67	4.33	5.64	5.50
		SD	1.41	2.14	1.33	2.01	2.65	2.07	1.15	1.57	1.87
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	304.02	1	304.02	94.91	<.001
Counselor	16.11	8	2.01	.63	.754
Completion	38.01	2	19.00	5.93	.003
Interaction	55.81	16	3.49	1.09	.363
Covariate: Pretest	609.20	1	609.20	190.19	<.001
Error	1,479.85	462	3.20	----	----

Table III.268

16PF Q_2 Scale: Counselor by Completion

Group	Testing		Counselor								
			A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\overline{X}$	5.00	4.60	5.11	4.55	4.57	3.82	4.26	4.78	5.10
		SD	1.73	2.67	2.57	2.02	2.27	2.09	2.36	1.84	2.13
	Post	$\overline{X}$	4.56	4.72	5.41	5.13	5.21	5.11	4.77	4.69	5.45
		SD	2.19	2.65	2.32	2.05	2.66	2.66	1.90	2.09	1.97
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\overline{X}$	4.00	4.86	4.29	5.11	6.33	5.75	4.82	5.29	4.80
		SD	1.00	2.67	1.25	2.37	3.51	1.98	2.14	.95	2.17
	Post	$\overline{X}$	4.67	3.86	6.00	5.67	5.67	6.88	4.82	3.86	6.20
		SD	.58	1.57	2.08	2.11	.58	1.36	.98	.90	1.30
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\overline{X}$	6.20	6.50	3.93	5.32	8.00	3.50	5.33	4.82	4.67
		SD	1.48	2.66	2.22	2.30	3.46	2.07	3.06	2.04	1.21
	Post	$\overline{X}$	6.60	4.50	5.20	5.41	6.00	5.67	6.33	5.91	6.33
		SD	1.14	2.35	2.24	1.89	2.65	.82	1.53	2.26	1.75
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	706.01	1	706.01	185.16	<.001
Counselor	78.55	8	9.82	2.58	.009
Completion	9.66	2	4.83	1.27	.283
Interaction	59.14	16	3.70	.97	.489
Covariate: Pretest	380.49	1	380.49	99.79	<.001
Error	1,761.60	462	3.81	----	----

Table III.269

16PF Q_3 Scale: Counselor by Completion

Group	Testing		Counselor								
			A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\overline{X}$	7.89	7.35	7.15	7.53	7.07	8.04	8.03	7.53	6.90
		SD	1.62	2.19	2.11	1.91	1.63	1.71	1.79	1.85	1.68
	Post	$\overline{X}$	8.33	7.58	7.24	7.49	8.36	7.25	7.74	7.31	6.59
		SD	1.80	2.08	1.97	1.93	2.13	2.03	2.21	2.61	1.70
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\overline{X}$	6.33	4.29	6.71	6.44	8.67	6.25	7.18	6.71	6.80
		SD	2.08	.76	1.80	1.76	2.08	2.82	2.14	1.25	2.17
	Post	$\overline{X}$	6.67	6.71	7.00	6.39	7.33	7.75	7.36	6.14	5.80
		SD	2.08	2.43	3.21	1.46	2.31	2.49	1.57	1.86	.84
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\overline{X}$	7.00	6.33	7.00	7.41	5.33	6.00	8.00	6.55	7.50
		SD	1.58	1.63	1.65	1.89	2.31	3.22	2.65	1.04	3.02
	Post	$\overline{X}$	7.00	6.17	6.47	6.68	6.33	5.83	9.33	6.45	9.00
		SD	.71	1.72	1.77	2.03	.58	1.60	.58	2.02	2.53
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	673.82	1	673.82	183.24	<.001
Counselor	26.65	8	3.33	.91	.511
Completion	9.60	2	4.80	1.31	.272
Interaction	83.75	16	5.23	1.42	.126
Covariate: Pretest	202.14	1	202.14	54.97	<.001
Error	1,698.89	462	3.68	----	----

Table III.270

16PF Q_4 Scale: Counselor by Completion

Group	Testing		Counselor A	B	C	D	E	F	G	H	I
Full Completion	Pre	$\bar{X}$	7.00	7.33	6.96	6.36	6.64	5.96	6.60	6.50	7.10
		SD	3.04	2.90	2.47	2.46	2.02	2.47	2.37	2.17	2.53
	Post	$\bar{X}$	5.11	6.53	6.22	5.85	5.82	5.39	5.83	5.47	6.21
		SD	2.47	2.65	2.24	2.08	2.60	2.60	2.44	2.29	1.68
		N	9	43	54	86	28	28	35	32	29
Partial Completion	Pre	$\bar{X}$	7.67	6.71	7.29	8.44	8.67	7.88	7.36	8.43	6.20
		SD	2.08	2.29	2.50	2.06	1.15	2.30	3.07	1.62	.84
	Post	$\bar{X}$	7.33	5.71	7.57	7.17	7.00	6.13	6.10	7.43	6.40
		SD	.58	1.50	2.57	2.28	1.73	2.10	2.12	2.23	.55
		N	3	7	7	18	3	8	11	7	5
No Completion	Pre	$\bar{X}$	6.80	8.33	6.33	6.32	9.00	8.00	5.67	6.91	6.00
		SD	2.95	3.50	2.53	1.99	1.00	3.03	1.53	2.84	1.67
	Post	$\bar{X}$	5.60	7.00	6.13	6.91	6.33	5.50	6.33	5.73	6.33
		SD	1.14	1.41	2.67	2.20	3.21	1.38	2.89	2.41	3.14
		N	5	6	15	22	3	6	3	11	6

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	479.28	1	479.28	114.20	<.001
Counselor	35.98	8	4.50	1.07	.382
Completion	14.11	2	7.05	1.68	.187
Interaction	41.54	16	2.60	.62	.870
Covariate: Pretest	471.51	1	471.51	112.35	<.001
Error	1,938.99	462	4.20	----	----

Table III.271

16PF A Scale: Program Period by Counselor

Program Period	Testing		Counselor					
			A	B	C	D	E	F
3	Pre	$\bar{X}$	7.95	7.80	7.77	8.06	8.00	6.67
		SD	2.24	1.40	1.83	2.28	2.00	2.16
	Post	$\bar{X}$	7.30	6.40	6.08	7.53	8.67	7.50
		SD	2.39	2.88	2.06	2.27	.58	.55
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	8.07	7.24	7.80	7.44	8.03	6.60
		SD	1.83	2.35	2.48	2.40	2.32	1.91
	Post	$\bar{X}$	7.20	7.27	7.51	8.11	7.21	6.88
		SD	2.01	2.43	2.07	2.47	2.15	1.72
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	7.45	7.18	7.36	6.67	8.67	7.39
		SD	2.48	1.78	1.39	2.73	2.42	2.59
	Post	$\bar{X}$	7.25	7.27	7.43	7.33	8.33	7.11
		SD	2.29	1.79	2.14	2.34	2.42	2.19
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	281.24	1	281.24	81.39	<.001
Program Period	2.98	2	1.49	.43	.650
Counselor	19.43	5	3.89	1.12	.347
Interaction	38.04	10	3.80	1.10	.361
Covariate: Pretest	367.28	1	367.28	106.29	< .001
Error	998.66	289	3.46	---	---

Table III.272

16PF B Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\bar{X}$	3.65	4.70	4.38	5.00	5.00	4.17
		SD	.88	1.64	1.26	2.03	1.73	1.17
	Post	$\bar{X}$	4.00	3.90	4.31	4.53	5.33	4.67
		SD	1.52	1.20	2.14	1.77	.58	1.51
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	4.33	3.70	3.86	3.67	3.67	3.64
		SD	1.45	1.65	1.43	1.87	1.78	1.44
	Post	$\bar{X}$	5.07	3.73	3.73	4.11	3.79	3.52
		SD	1.33	1.40	1.54	2.15	1.49	1.76
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	4.10	3.36	3.64	4.17	4.67	4.22
		SD	1.62	1.03	2.17	1.47	1.63	1.44
	Post	$\bar{X}$	4.20	2.91	3.43	3.83	4.50	4.11
		SD	1.28	1.14	1.34	2.40	1.22	1.37
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	180.24	1	180.24	93.81	<.001
Program Period	4.96	2	2.48	1.29	.277
Counselor	20.97	5	4.19	2.18	.056
Interaction	17.29	10	1.73	.90	.534
Covariate: Pretest	137.90	1	137.90	71.77	<.001
Error	555.30	289	1.92	---	---

Table III.273

16PF C Scale: Program Period by Counselor

Program Period	Testing		Counselor					
			A	B	C	D	E	F
3	Pre	$\overline{X}$	6.30	6.40	7.46	6.00	6.00	7.67
		SD	2.36	2.01	1.51	2.67	2.65	2.16
	Post	$\overline{X}$	6.55	6.50	7.31	7.35	6.67	7.50
		SD	2.33	2.01	2.46	2.34	.58	1.64
		N	20	10	13	17	3	6
4	Pre	$\overline{X}$	5.47	5.48	5.96	4.56	5.58	5.00
		SD	2.47	2.72	2.44	3.09	2.60	2.52
	Post	$\overline{X}$	5.93	5.64	6.45	7.67	6.76	6.40
		SD	1.67	2.80	2.27	2.35	2.32	1.80
		N	15	33	49	9	33	25
5	Pre	$\overline{X}$	5.45	6.09	6.07	4.83	8.00	7.00
		SD	2.50	2.51	2.27	2.56	1.79	2.63
	Post	$\overline{X}$	7.75	6.64	6.14	7.33	8.33	7.39
		SD	2.15	1.29	1.70	3.33	.82	2.77
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	833.03	1	833.03	195.98	$<.001$
Program Period	8.78	2	4.39	1.03	.357
Counselor	44.88	5	8.98	2.11	.064
Interaction	36.48	10	3.65	.86	.573
Covariate: Pretest	249.50	1	249.50	58.70	$<.001$
Error	1,228.44	289	4.25	---	---

Table III.274

16PF E Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\bar{X}$	4.30	5.30	3.85	3.88	2.67	3.50
		SD	2.30	2.50	2.30	2.06	3.06	2.66
	Post	$\bar{X}$	5.25	4.30	4.62	4.29	3.33	4.83
		SD	2.10	1.64	2.06	1.83	2.08	3.19
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	6.60	4.76	4.86	4.22	5.61	4.60
		SD	3.44	1.95	2.08	1.79	2.05	2.53
	Post	$\bar{X}$	6.47	5.58	5.02	2.89	5.97	5.20
		SD	2.70	1.85	2.03	1.36	1.85	2.31
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	5.05	6.00	4.71	5.50	4.00	5.44
		SD	2.33	1.00	1.94	2.51	2.00	2.25
	Post	$\bar{X}$	5.85	5.27	5.36	4.33	4.17	6.11
		SD	2.62	1.85	2.37	4.13	2.64	1.84
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	303.24	1	303.24	91.35	$<.001$
Program Period	.59	2	.29	.09	.915
Counselor	58.67	5	11.73	3.53	.004
Interaction	48.22	10	4.82	1.45	.157
Covariate: Pretest	389.07	1	389.07	117.20	$<.001$
Error	959.38	289	3.32	---	---

Table III.275

16PF F Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\bar{X}$	7.30	6.50	6.15	6.06	6.67	6.50
		SD	2.27	1.65	2.41	2.25	2.31	2.43
	Post	$\bar{X}$	6.55	5.30	6.46	6.59	6.00	6.17
		SD	2.14	1.83	1.66	2.03	2.65	1.47
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	6.13	6.06	6.90	6.00	7.24	6.28
		SD	2.26	2.00	2.44	3.00	1.52	2.05
	Post	$\bar{X}$	6.80	7.00	6.57	7.00	7.52	6.56
		SD	1.70	1.82	2.23	3.00	2.09	2.00
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	7.25	7.82	5.07	7.17	6.67	6.94
		SD	2.15	1.33	2.02	3.71	3.01	1.43
	Post	$\bar{X}$	8.55	6.64	6.14	6.50	6.67	7.11
		SD	2.04	1.36	1.70	2.43	1.21	1.28
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	469.47	1	469.47	144.15	<.001
Program Period	19.83	2	9.92	3.04	.049
Counselor	22.43	5	4.49	1.38	.233
Interaction	54.84	10	5.48	1.68	.084
Covariate: Pretest	192.62	1	192.62	59.14	<.001
Error	941.21	289	3.26	---	---

Table III.276

16PF G Scale: Program Period by Counselor

Program Period	Testing		Counselor					
			A	B	C	D	E	F
3	Pre	$\overline{X}$	8.35	9.90	8.46	8.41	7.67	8.17
		SD	2.11	2.08	1.13	1.66	2.08	2.14
	Post	$\overline{X}$	7.50	7.70	8.31	8.00	7.00	7.83
		SD	2.19	1.64	1.70	1.77	1.73	1.47
		N	20	10	13	17	3	6
4	Pre	$\overline{X}$	7.60	8.30	8.27	8.22	8.03	8.64
		SD	1.68	2.07	2.01	2.05	1.85	1.93
	Post	$\overline{X}$	7.53	8.00	7.90	7.89	7.15	7.92
		SD	2.47	1.80	2.01	1.83	2.18	2.04
		N	15	33	49	9	33	25
5	Pre	$\overline{X}$	7.65	7.91	7.93	7.83	8.17	9.00
		SD	2.28	1.58	1.90	2.14	2.23	1.78
	Post	$\overline{X}$	8.00	8.00	6.86	7.67	8.83	8.28
		SD	2.34	1.48	2.41	.82	1.33	2.30
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	246.35	1	246.35	73.95	<.001
Program Period	4.49	2	2.24	.67	.511
Counselor	1.39	5	.28	.08	.995
Interaction	37.92	10	3.79	1.14	.333
Covariate· Pretest	220.60	1	220.60	66.22	<.001
Error	962.77	289	3.33	---	---

Table III.277

16PF H Scale: Program Period by Counselor

Program Period	Testing		Counselor					
			A	B	C	D	E	F
3	Pre	$\bar{X}$	6.95	5.90	5.31	4.65	5.33	5.50
		SD	3.72	3.28	2.21	2.94	4.51	2.88
	Post	X	6.30	5.20	6.08	5.29	5.00	6.83
		SD	2.64	3.16	2.36	3.29	3.61	2.93
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	4.60	6.06	6.02	4.67	5.79	5.60
		SD	2.16	2.73	2.81	3.20	3.02	2.24
	Post	X	5.47	6.42	5.86	6.22	6.73	6.20
		SD	2.39	2.86	2.69	2.54	2.52	1.96
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	5.95	6.73	5.50	6.17	5.17	6.78
		SD	2.35	2.10	2.28	3.97	3.82	2.56
	Post	X	6.85	7.55	5.71	5.83	5.67	6.83
		SD	2.76	1.57	1.98	2.93	1.75	2.04
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	420.58	1	420.58	104.15	.001
Program Period	6.85	2	3.42	.85	.429
Counselor	6.65	5	1.33	.33	.895
Interaction	44.58	10	4.46	1.10	.359
Covariate: Pretest	748.76	1	748.76	185.43	.001
Error	1,167.00	289	4.04	---	---

Table III.278

16PF I Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\bar{X}$	4.70	5.70	4.85	5.82	4.00	6.17
		SD	2.64	3.09	2.79	2.38	2.00	1.60
	Post	$\bar{X}$	5.45	6.50	4.92	5.82	4.00	6.17
		SD	2.56	2.46	1.38	2.51	1.00	1.94
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	5.67	5.18	5.82	6.56	5.73	5.92
		SD	1.99	2.26	2.44	2.55	1.94	2.27
	Post	$\bar{X}$	5.67	4.76	5.61	6.67	5.64	5.84
		SD	1.99	1.79	2.02	2.87	2.19	1.84
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	5.60	5.36	4.43	5.33	7.50	5.22
		SD	2.66	2.20	2.17	1.75	2.66	2.51
	Post	$\bar{X}$	5.10	5.27	6.14	6.00	6.67	5.56
		SD	3.01	2.28	1.41	.90	1.37	2.18
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	447.88	1	447.88	126.74	$<$.001
Program Period	1.54	2	.77	.22	.805
Counselor	7.70	5	1.54	.44	.823
Interaction	41.61	10	4.16	1.18	.306
Covariate: Pretest	299.88	1	299.88	84.86	$<$.001
Error	1,021.26	289	3.53	---	---

Table III.279

16PF L Scale: Program Period by Counselor

Program Period	Testing		Counselor					
			A	B	C	D	E	F
3	Pre	$\bar{X}$	5.25	5.50	5.08	4.76	4.67	3.67
		SD	1.68	1.58	1.55	1.20	.58	3.01
	Post	$\bar{X}$	5.60	4.70	5.38	4.65	4.67	4.33
		SD	1.70	2.16	1.98	1.54	2.31	1.63
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	5.80	6.24	5.33	5.11	5.70	4.92
		SD	1.61	2.09	2.13	1.36	2.38	1.71
	Post	$\bar{X}$	5.40	5.94	5.51	4.89	5.42	5.16
		SD	2.35	1.89	1.70	1.54	2.02	2.01
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	4.60	5.91	6.07	4.67	3.83	4.83
		SD	1.96	1.92	3.02	1.37	1.72	1.92
	Post	$\bar{X}$	5.20	5.27	5.36	5.50	3.83	4.78
		SD	2.57	1.62	2.21	3.08	1.17	2.10
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	312.64	1	312.64	97.64	$<.001$
Program Period	2.01	2	1.01	.31	.731
Counselor	6.71	5	1.34	.42	.835
Interaction	15.47	10	1.55	.48	.900
Covariate: Pretest	200.53	1	200.53	62.63	$<.001$
Error	925.37	289	3.20	---	---

Table III.280

16PF M Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\bar{X}$	3.85	4.40	4.23	4.94	3.67	3.00
		SD	2.60	1.26	1.88	2.38	1.53	1.26
	Post	$\bar{X}$	5.35	6.20	4.85	5.71	7.00	4.17
		SD	1.93	2.97	1.14	1.57	2.65	1.72
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	5.33	5.15	4.92	4.44	5.03	5.00
		SD	2.61	1.75	2.21	2.30	1.53	1.68
	Post	$\bar{X}$	4.80	4.97	5.27	4.67	5.36	5.16
		SD	2.14	1.69	1.82	1.32	1.54	1.62
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	4.30	4.91	5.07	6.17	4.67	4.39
		SD	2.15	1.45	2.37	1.72	2.42	1.88
	Post	$\bar{X}$	4.10	6.00	5.57	5.00	5.83	5.00
		SD	2.55	1.34	2.10	1.90	1.47	2.04
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	509.16	1	509.16	181.79	<.001
Program Period	26.16	2	13.08	4.67	.010
Counselor	33.93	5	6.79	2.42	.036
Interaction	40.91	10	4.09	1.46	.154
Covariate: Pretest	191.22	1	191.22	68.27	<.001
Error	809.44	289	2.80	---	---

Table III.281

16PF N Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\overline{X}$	4.60	6.20	4.92	5.41	6.67	4.33
		SD	2.64	1.03	2.36	1.87	3.06	1.86
	Post	$\overline{X}$	5.10	5.30	5.92	4.35	6.33	5.33
		SD	1.92	2.16	1.93	2.26	2.31	1.37
		N	20	10	13	17	3	6
4	Pre	$\overline{X}$	5.47	5.15	5.41	5.44	5.48	5.76
		SD	1.92	1.80	2.32	2.46	1.73	2.05
	Post	$\overline{X}$	5.00	5.06	5.43	4.33	5.09	5.20
		SD	2.30	1.80	2.26	2.24	2.50	1.78
		N	15	33	49	9	33	25
5	Pre	$\overline{X}$	5.30	4.73	5.43	6.33	4.33	4.06
		SD	2.23	2.10	1.99	3.14	.82	1.98
	Post	$\overline{X}$	4.30	5.45	6.36	4.83	3.83	4.11
		SD	2.05	1.97	1.95	2.56	2.43	2.11
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	299.33	1	299.33	79.98	< .001
Program Period	6.50	2	3.25	.87	.421
Counselor	54.69	5	10.94	2.92	.014
Interaction	29.99	10	3.00	.80	.628
Covariate: Pretest	225.27	1	225.27	60.19	< .001
Error	1,081.59	289	3.74	---	---

Table III.282

16PF O Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\overline{X}$	6.55	6.60	7.08	7.12	9.00	5.83
		SD	3.15	2.88	1.44	3.00	3.61	3.06
	Post	$\overline{X}$	5.15	5.10	6.38	5.41	8.67	6.00
		SD	2.48	3.18	2.60	2.18	1.53	1.90
		N	20	10	13	17	3	6
4	Pre	$\overline{X}$	7.40	7.45	6.82	8.00	6.79	7.16
		SD	2.35	2.37	2.63	3.28	2.90	2.27
	Post	$\overline{X}$	5.67	6.82	6.04	4.67	5.85	6.12
		SD	3.37	2.24	2.53	3.16	2.61	2.35
		N	15	33	49	9	33	25
5	Pre	$\overline{X}$	6.75	4.73	7.29	8.50	5.17	6.61
		SD	2.84	3.47	3.12	2.43	1.60	3.27
	Post	$\overline{X}$	5.85	6.36	6.50	5.33	4.17	5.22
		SD	3.50	2.34	2.56	2.58	1.83	2.94
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	319.63	1	319.63	56.68	<.001
Program Period	4.48	2	2.24	.40	.672
Counselor	58.53	5	11.71	2.08	.068
Interaction	59.76	10	5.98	1.06	.394
Covariate: Pretest	386.54	1	386.54	68.55	<.001
Error	1,629.66	289	5.64	---	---

Table III.283

16PF Q_1 Scale: Program Period by Counselor

Program Period	Testing		Counselor					
			A	B	C	D	E	F
3	Pre	$\overline{X}$	6.30	5.00	6.85	5.59	4.67	5.67
		SD	1.84	2.45	2.30	2.90	1.15	2.07
	Post	$\overline{X}$	6.15	5.00	5.23	5.29	5.67	6.33
		SD	2.01	2.26	2.59	2.54	2.08	1.86
		N	20	10	13	17	3	6
4	Pre	$\overline{X}$	5.20	5.36	6.20	5.89	5.15	5.76
		SD	2.88	1.78	2.46	1.83	2.36	2.18
	Post	$\overline{X}$	6.00	6.06	6.06	5.44	6.27	5.92
		SD	2.56	1.54	2.18	1.59	2.65	2.56
		N	15	33	49	9	33	25
5	Pre	$\overline{X}$	5.50	5.45	6.00	5.83	5.33	6.78
		SD	2.42	1.13	2.22	3.60	1.63	2.10
	Post	$\overline{X}$	5.85	6.00	5.71	5.83	5.67	7.00
		SD	2.23	2.24	1.64	2.87	1.75	2.33
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	243.43	1	243.43	70.40	.001
Program Period	3.44	2	1.72	.50	.609
Counselor	26.03	5	5.21	1.51	.188
Interaction	16.29	10	1.63	.47	.908
Covariate: Pretest	493.87	1	493.87	142.82	.001
Error	999.36	289	3.46	---	---

Table III.284

16PF Q_2 Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\bar{X}$	4.50	4.40	5.08	5.24	4.33	5.33
		SD	3.03	2.59	2.47	2.68	3.51	2.80
	Post	$\bar{X}$	4.80	4.30	6.46	5.47	6.67	5.67
		SD	2.24	2.63	.97	2.81	3.06	1.75
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	6.00	4.45	4.02	4.67	4.12	4.76
		SD	2.75	2.27	2.03	3.04	2.04	2.28
	Post	$\bar{X}$	5.27	5.27	4.82	4.00	5.36	5.16
		SD	2.87	2.40	2.31	1.80	2.34	1.52
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	4.20	5.18	5.50	4.33	4.17	3.72
		SD	2.07	3.09	1.99	2.07	2.64	2.14
	Post	$\bar{X}$	3.80	6.00	5.71	6.33	5.83	4.22
		SD	2.40	1.61	2.30	2.25	2.32	1.86
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	632.85	1	632.85	153.62	$<$.001
Program Period	11.96	2	5.98	1.45	.236
Counselor	47.90	5	9.58	2.33	.043
Interaction	57.40	10	5.74	1.39	.182
Covariate: Pretest	265.36	1	265.36	64.42	$<$.001
Error	1,190.53	289	4.12	---	---

Table III.285

16PF Q_3 Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\bar{X}$	6.85	7.20	7.62	7.71	8.00	8.00
		SD	2.41	3.08	2.75	1.57	2.00	1.41
	Post	$\bar{X}$	7.15	7.00	7.08	7.88	7.33	7.83
		SD	1.84	2.21	1.71	1.83	1.15	2.14
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	6.87	7.06	7.41	5.67	7.24	7.36
		SD	1.92	1.78	2.01	2.06	2.48	1.87
	Post	$\bar{X}$	7.80	7.27	7.45	7.56	6.76	7.56
		SD	1.97	2.00	1.84	2.35	2.08	1.69
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	6.80	8.09	7.21	7.17	8.00	8.44
		SD	2.44	1.51	1.76	.98	1.55	2.01
	Post	$\bar{X}$	7.15	7.09	6.36	8.83	9.17	8.00
		SD	2.54	2.34	2.06	2.32	1.47	2.52
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	483.29	1	483.29	135.98	$<.001$
Program Period	3.57	2	1.79	.50	.605
Counselor	38.82	5	7.76	2.18	.056
Interaction	43.49	10	4.35	1.22	.275
Covariate: Pretest	169.44	1	169.44	47.68	$<.001$
Error	1,027.17	289	3.55	---	---

Table III.286

16PF Q_4 Scale: Program Period by Counselor

Program Period	Testing		Counselor A	B	C	D	E	F
3	Pre	$\bar{X}$	7.30	6.50	6.77	7.06	8.67	7.00
		SD	2.68	1.51	3.17	2.05	3.51	2.53
	Post	$\bar{X}$	6.20	4.60	5.38	5.83	9.67	6.67
		SD	2.26	2.01	2.10	2.63	1.53	2.58
		N	20	10	13	17	3	6
4	Pre	$\bar{X}$	7.13	7.09	6.78	7.67	6.73	6.80
		SD	2.77	2.30	2.43	2.50	2.59	2.40
	Post	$\bar{X}$	6.47	6.91	6.71	5.11	5.55	6.12
		SD	2.50	2.64	2.38	2.26	1.94	2.07
		N	15	33	49	9	33	25
5	Pre	$\bar{X}$	7.40	5.45	6.36	6.33	5.00	6.50
		SD	2.22	2.54	2.27	1.51	1.79	2.73
	Post	$\bar{X}$	6.75	6.64	5.86	7.33	3.50	3.39
		SD	2.67	1.75	2.18	2.16	2.26	2.66
		N	20	11	14	6	6	18

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	285.25	1	285.25	70.53	$<.001$
Program Period	1.54	2	.77	.19	.826
Counselor	2.46	5	.49	.12	.988
Interaction	125.16	10	12.52	3.09	.001
Covariate: Pretest	409.53	1	409.53	101.26	$<.001$
Error	1,168.88	289	4.04	---	---

Table III.287

16PF A Scale: Sex/Marital Status by Occupational Area

		Occupational Area					
Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\overline{X}$	8.43	7.78	8.50	7.23	7.15	7.05
	SD	1.51	1.86	2.15	2.13	2.19	1.81
	Post $\overline{X}$	8.00	7.22	8.13	6.67	7.01	6.84
	SD	2.45	2.82	2.31	1.95	2.12	2.24
	N	7	9	24	65	87	19
Married Female	Pre $\overline{X}$	8.43	7.50	8.67	6.00	6.50	10.00
	SD	3.05	2.17	2.33	2.00	1.27	.00
	Post $\overline{X}$	9.71	7.00	8.83	5.67	6.40	12.00
	SD	2.14	2.00	1.42	1.53	1.35	.00
	N	7	6	18	3	10	1
Single Female	Pre $\overline{X}$	7.67	8.00	8.38	7.50	8.63	4.50
	SD	.58	2.29	2.13	.71	2.50	2.12
	Post $\overline{X}$	7.67	7.00	9.00	7.00	8.00	9.00
	SD	2.08	1.94	2.07	2.83	2.39	1.41
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	385.31	1	385.31	106.77	$<$ .001
Sex/Marital Status	19.26	2	9.63	2.67	.071
Occupational Area	65.55	5	13.11	3.63	.003
Interaction	44.84	10	4.48	1.24	.264
Covariate: Pretest	193.10	1	193.10	53.51	$<$ .001
Error	970.79	269	3.61		

Table III.288

16PF B Scale: Sex/Marital Status by Occupational Area

Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
		Occupational Area					
Male	Pre $\bar{X}$	3.86	2.44	4.50	3.75	4.05	4.68
	SD	2.12	2.07	1.41	1.60	1.68	1.63
	Post $\bar{X}$	3.86	3.00	4.42	3.85	3.77	4.53
	SD	2.04	1.00	1.18	1.58	1.59	1.17
	N	7	9	24	65	87	19
Married Female	Pre $\bar{X}$	4.00	3.00	3.61	3.00	4.70	3.00
	SD	1.63	1.10	1.33	2.00	1.25	.00
	Post $\bar{X}$	4.43	4.00	3.89	2.67	3.70	3.00
	SD	2.23	1.67	1.53	.58	1.77	.00
	N	7	6	18	3	10	1
Single Female	Pre $\bar{X}$	4.67	3.44	4.38	3.50	4.63	3.50
	SD	1.53	1.67	1.06	3.54	.92	3.54
	Post $\bar{X}$	3.33	3.44	3.50	4.00	4.50	5.00
	SD	.58	1.94	1.41	.00	1.41	1.41
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	144.01	1	144.01	76.29	< .001
Sex/Marital Status	.36	2	.18	.10	.909
Occupational Area	1.54	5	.31	.16	.976
Interaction	18.51	10	1.85	.98	.461
Covariate: Pretest	132.61	1	132.61	70.25	< .001
Error	507.81	269	1.89		

Table III.289

16PF C Scale: Sex/Marital Status by Occupational Area

Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
		Occupational Area					
Male	Pre $\bar{X}$	5.14	5.56	7.04	6.22	6.89	6.74
	SD	2.97	2.74	2.16	2.07	2.39	2.68
	Post $\bar{X}$	6.86	6.11	7.25	6.57	7.48	7.53
	SD	.90	2.57	2.17	2.40	2.35	2.20
	N	7	9	24	65	87	19
Married Female	Pre $\bar{X}$	6.00	3.83	7.56	6.00	5.20	3.00
	SD	2.77	4.08	1.89	4.00	2.10	.00
	Post $\bar{X}$	8.00	5.50	7.22	7.67	7.60	8.00
	SD	2.45	1.38	2.13	2.08	2.01	.00
	N	7	6	18	3	10	1
Single Female	Pre $\bar{X}$	6.33	6.00	5.38	1.50	6.88	9.00
	SD	2.08	3.08	3.29	.71	1.89	.00
	Post $\bar{X}$	8.00	6.89	6.63	3.00	6.88	[illegible].00
	SD	2.65	2.26	3.20	.00	3.48	1.41
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	730.51	1	730.51	151.78	< .001
Sex/Marital Status	8.45	2	4.22	.88	.417
Occupational Area	33.83	5	6.77	1.41	.222
Interaction	28.53	10	2.85	.59	.819
Covariate: Pretest	183.28	1	183.28	38.08	< .001
Error	1,294.66	269	4.81		

Table III.290

16PF E Scale: Sex/Marital Status by Occupational Area

Group	Testing	Occupational Area Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\overline{X}$	6.86	4.56	5.46	5.48	5.56	5.00
	SD	1.57	1.88	2.45	2.15	2.19	2.21
	Post $\overline{X}$	5.14	4.78	5.58	5.91	6.01	5.11
	SD	1.86	1.99	1.89	2.28	2.15	2.02
	N	7	9	24	65	87	19
Married Female	Pre $\overline{X}$	3.57	3.33	3.61	2.67	4.80	9.00
	SD	2.64	.82	1.42	3.06	2.15	.00
	Post X	4.73	2.67	4.06	5.00	5.00	9.00
	SD	2.75	1.63	2.60	1.00	1.41	.00
	N	7	6	18	3	10	1
Single Female	Pre $\overline{X}$	3.33	5.11	4.75	6.00	4.88	3.00
	SD	3.06	2.42	2.43	.00	1.89	1.41
	Post $\overline{X}$	3.00	5.56	5.00	6.50	6.13	5.00
	SD	.00	2.07	2.67	2.12	2.64	1.41
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	242.52	1	242.52	69.48	<.001
Sex/Marital Status	1.33	2	.66	.19	.827
Occupational Area	35.39	5	7.08	2.03	.075
Interaction	25.42	10	2.54	.73	.698
Covariate: Pretest	330.80	1	330.80	94.77	<.001
Error	938.95	269	3.49		

Table III.291

16PF F Scale: Sex/Marital Status by Occupational Area

		Occupational Area					
Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\bar{X}$	6.71	7.44	6.83	6.58	7.01	6.74
	SD	1.25	1.33	2.51	2.16	2.22	2.75
	Post $\bar{X}$	7.00	7.22	6.58	7.02	7.08	6.26
	SD	1.73	1.56	2.32	1.96	1.86	2.42
	N	7	9	24	65	87	19
Married Female	Pre $\bar{X}$	6.86	5.83	7.39	6.33	6.90	11.00
	SD	2.34	2.64	2.77	2.08	.99	.00
	Post $\bar{X}$	7.14	7.67	7.28	5.33	6.70	10.00
	SD	2.41	2.34	2.02	1.53	1.89	.00
	N	7	6	18	3	10	1
Single Female	Pre $\bar{X}$	7.00	7.44	7.00	7.50	7.63	8.00
	SD	2.65	2.35	2.67	2.12	1.77	2.83
	Post $\bar{X}$	8.67	7.56	7.00	8.00	8.13	6.00
	SD	1.53	1.67	2.20	1.41	1.13	5.66
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	489.31	1	489.31	139.79	<.001
Sex/Marital Status	5.70	2	2.85	.81	.444
Occupational Area	10.00	5	2.00	.57	.722
Interaction	28.56	10	2.86	.82	.614
Covariate: Pretest	143.22	1	143.22	40.92	<.001
Error	941.58	269	3.50		

Table III.292

16PF G Scale: Sex/Marital Status by Occupational Area

		Occupational Area					
Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\overline{X}$	9.14	8.11	8.92	8.35	8.34	7.95
	SD	2.04	2.32	1.79	1.94	1.89	2.37
	Post $\overline{X}$	8.00	7.89	7.63	7.42	7.72	8.11
	SD	1.63	2.80	2.36	1.81	2.22	2.45
	N	7	9	24	65	87	19
Married Female	Pre $\overline{X}$	8.00	8.33	8.72	6.33	7.80	6.00
	SD	1.29	1.51	2.37	2.08	1.69	.00
	Post $\overline{X}$	9.00	7.17	8.33	6.33	7.70	9.00
	SD	1.00	1.72	1.61	2.31	2.95	.00
	N	7	6	18	3	10	1
Single Female	Pre $\overline{X}$	9.00	8.33	8.88	6.50	10.13	6.00
	SD	1.00	2.74	1.73	2.12	1.25	.00
	Post $\overline{X}$	8.67	7.11	8.38	7.00	9.50	8.50
	SD	1.15	1.69	1.41	1.41	.93	.71
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	349.52	1	349.52	92.55	$<.001$
Sex/Marital Status	6.93	2	3.47	.92	.401
Occupational Area	23.14	5	4.63	1.23	.297
Interaction	22.03	10	2.20	.58	.827
Covariate: Pretest	133.08	1	133.08	35.24	$<.001$
Error	1,015.89	269	3.78		

Table III.293

16PF H Scale: Sex/Marital Status by Occupational Area

		Occupational Area					
Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\bar{X}$	5.71	6.22	6.25	6.37	6.95	5.74
	SD	2.43	3.27	2.91	2.78	2.43	2.79
	Post $\bar{X}$	6.57	6.56	6.88	6.38	7.09	6.21
	SD	2.64	3.24	2.21	2.38	2.15	2.66
	N	7	9	24	65	87	19
Married Female	Pre $\bar{X}$	5.00	6.17	7.78	4.33	5.30	11.00
	SD	3.00	2.14	3.32	1.53	2.63	.00
	Post $\bar{X}$	6.14	6.17	7.89	5.00	5.10	9.00
	SD	2.73	2.64	2.68	1.73	3.07	.00
	N	7	6	18	3	10	1
Single Female	Pre $\bar{X}$	3.67	4.78	7.00	3.50	5.63	7.00
	SD	3.21	3.60	3.70	3.54	3.20	4.24
	Post $\bar{X}$	6.67	5.78	8.25	3.00	7.13	9.00
	SD	3.51	2.39	2.43	2.83	2.53	.00
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	474.08	1	474.08	115.87	$<.001$
Sex/Marital Status	5.81	2	2.91	.71	.492
Occupational Area	35.40	5	7.08	1.73	.128
Interaction	30.85	10	3.08	.75	.673
Covariate: Pretest	484.70	1	484.70	118.47	$<.001$
Error	1,100.60	269	4.09		

Table III.294

16PF I Scale: Sex/Marital Status by Occupational Area

Group	Testing		Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
			Occupational Area					
Male	Pre	$\overline{X}$	5.57	5.67	5.71	3.92	4.44	4.95
		SD	1.62	1.58	2.49	2.06	2.04	2.76
	Post	$\overline{X}$	5.86	5.44	4.75	5.22	4.72	4.16
		SD	2.85	1.51	1.96	1.82	1.89	2.41
		N	7	9	24	65	87	19
Married Female	Pre	$\overline{X}$	7.00	5.67	7.06	4.67	6.90	.00
		SD	3.47	1.03	2.51	1.53	2.47	.00
	Post	$\overline{X}$	7.29	5.83	6.78	6.67	6.40	4.00
		SD	2.98	1.47	2.10	2.08	1.84	.00
		N	7	6	18	3	10	1
Single Female	Pre	$\overline{X}$	5.33	5.67	6.88	7.00	6.00	7.50
		SD	2.08	2.00	1.55	4.24	2.14	.71
	Post	$\overline{X}$	4.33	6.56	6.00	5.50	5.75	5.50
		SD	1.53	2.24	2.07	.71	1.67	6.36
		N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	295.04	1	295.04	92.08	< .001
Sex/Marital Status	19.25	2	9.63	3.00	.051
Occupational Area	5.97	5	1.19	.37	.867
Interaction	22.33	10	2.23	.70	.727
Covariate: Pretest	232.35	1	232.35	72.51	< .001
Error	861.93	269	3.20		

Table III.295

16PF L Scale: Sex/Marital Status by Occupational Area

		Occupational Area					
Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\bar{X}$	5.29	5.56	5.46	5.40	5.33	4.68
	SD	2.06	2.13	1.91	1.87	2.04	2.29
	Post $\bar{X}$	4.29	6.22	4.46	5.49	5.10	5.00
	SD	2.06	1.86	1.84	2.02	1.86	1.80
	N	7	9	24	65	87	19
Married Female	Pre $\bar{X}$	4.43	4.50	5.22	5.00	4.50	6.00
	SD	1.72	1.64	1.83	1.00	1.96	.00
	Post $\bar{X}$	4.57	6.33	5.06	4.67	5.40	6.00
	SD	1.13	2.66	1.66	1.15	1.07	.00
	N	7	6	18	3	10	1
Single Female	Pre $\bar{X}$	6.00	5.78	5.13	6.50	4.25	5.50
	SD	1.73	2.17	1.64	.71	1.67	.71
	Post $\bar{X}$	5.33	4.78	5.13	7.00	4.63	6.50
	SD	2.52	2.17	2.59	2.83	1.41	.71
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	317.44	1	317.44	100.79	$< .001$
Sex/Marital Status	4.04	2	2.02	.64	.528
Occupational Area	18.52	5	3.70	1.18	.321
Interaction	27.44	10	2.74	.87	.561
Covariate: Pretest	124.53	1	124.53	39.54	$< .001$
Error	847.23	269	3.15		

Table III.296

16PF M Scale: Sex/Marital Status by Occupational Area

Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
		Occupational Area					
Male	Pre $\overline{X}$	5.57	5.22	5.50	4.98	4.78	5.16
	SD	1.27	2.39	2.21	2.09	2.10	2.06
	Post $\overline{X}$	5.57	6.63	6.38	5.03	4.99	5.58
	SD	2.64	2.29	1.79	1.76	1.80	2.06
	N	7	9	24	65	87	19
Married Female	Pre $\overline{X}$	4.29	5.50	4.33	3.67	5.10	6.00
	SD	3.30	1.97	2.35	2.52	1.73	.00
	Post $\overline{X}$	4.43	4.83	5.44	5.67	5.00	3.00
	SD	2.07	2.48	2.04	1.53	1.63	.00
	N	7	6	18	3	10	1
Single Female	Pre $\overline{X}$	4.00	5.00	6.13	4.00	6.25	5.00
	SD	1.73	1.50	1.73	1.41	2.71	1.41
	Post $\overline{X}$	5.00	5.89	5.50	5.00	5.75	6.50
	SD	2.65	1.27	1.31	1.41	1.39	2.12
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	405.51	1	405.51	138.59	.001
Sex/Marital Status	10.60	2	5.30	1.81	.165
Occupational Area	9.46	5	1.89	.65	.665
Interaction	28.18	10	2.82	.96	.476
Covariate: Pretest	138.35	1	138.35	47.28	.001
Error	787.07	269	2.93		

Table III.297

16PF N Scale: Sex/Marital Status by Occupational Area

		Occupational Area					
Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\bar{X}$	6.00	5.44	4.79	5.28	4.72	5.00
	SD	2.00	2.19	2.11	2.23	1.99	1.83
	Post $\bar{X}$	5.00	5.67	5.58	5.12	4.67	4.37
	SD	2.71	1.66	1.91	2.09	1.94	1.61
	N	7	9	24	65	87	19
Married Female	Pre $\bar{X}$	4.14	5.83	4.17	6.00	4.90	6.00
	SD	1.95	2.93	2.62	2.00	2.02	.00
	Post $\bar{X}$	4.14	4.67	4.39	4.00	4.40	4.00
	SD	2.41	2.42	1.97	1.73	2.46	.00
	N	7	6	18	3	10	1
Single Female	Pre $\bar{X}$	4.67	5.33	5.25	5.00	4.13	6.00
	SD	1.53	2.18	2.43	.00	1.96	2.83
	Post $\bar{X}$	3.67	4.56	3.50	5.50	3.88	2.00
	SD	3.79	2.55	2.00	.71	1.96	.00
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	238.06	1	238.06	63.30	< .001
Sex/Marital Status	29.72	2	14.86	3.95	.020
Occupational Area	12.70	5	2.54	.68	.642
Interaction	22.10	10	2.21	.58	.824
Covariate: Pretest	113.97	1	113.97	30.30	< .001
Error	1,011.74	269	3.76		

Table III.298

16PF O Scale: Sex/Marital Status by Occupational Area

		Occupational Area					
Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\overline{X}$	7.71	6.11	6.67	5.66	5.75	5.63
	SD	3.59	2.52	2.71	2.60	2.25	2.73
	Post $\overline{X}$	4.57	5.22	6.21	5.48	4.72	5.42
	SD	2.37	1.86	2.00	2.29	2.00	3.36
	N	7	9	24	65	87	19
Married Female	Pre $\overline{X}$	6.85	8.83	6.78	7.00	7.10	8.00
	SD	3.13	1.17	2.60	4.58	1.73	.00
	Post $\overline{X}$	6.14	6.33	6.50	4.33	6.00	6.00
	SD	3.13	1.86	2.60	1.15	2.67	.00
	N	7	6	18	3	10	1
Single Female	Pre $\overline{X}$	8.00	7.33	8.25	9.50	5.63	4.50
	SD	4.36	3.00	2.55	2.12	2.00	2.12
	Post $\overline{X}$	6.67	5.44	5.25	10.50	4.13	4.00
	SD	6.11	2.24	2.05	2.12	2.23	1.41
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	264.77	1	264.77	56.51	$<.001$
Sex/Marital Status	2.89	2	1.44	.31	.735
Occupational Area	19.38	5	3.88	.83	.531
Interaction	69.93	10	7.00	1.49	.142
Covariate: Pretest	220.14	1	220.14	46.98	$<.001$
Error	1,260.41	269	4.69		

Table III.299

16PF Q_1 Scale: Sex/Marital Status by Occupational Area

		Occupational Area					
Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\overline{X}$	6.43	7.22	6.54	6.49	7.06	6.47
	SD	2.76	2.11	2.48	2.19	2.08	2.55
	Post $\overline{X}$	6.14	6.11	6.21	6.37	6.84	6.26
	SD	1.86	2.09	1.79	1.89	1.94	2.26
	N	7	9	24	65	87	19
Married Female	Pre $\overline{X}$	4.86	4.67	6.50	5.67	6.20	6.00
	SD	2.04	.82	2.41	3.06	1.99	.00
	Post $\overline{X}$	5.71	5.33	6.39	6.33	5.70	6.00
	SD	2.81	1.63	2.20	2.08	1.64	.00
	N	7	6	18	3	10	1
Single Female	Pre $\overline{X}$	5.67	4.67	5.75	7.50	5.88	4.50
	SD	1.53	1.58	3.24	3.54	2.90	.71
	Post $\overline{X}$	5.67	5.44	6.88	8.00	6.63	6.00
	SD	3.06	1.13	2.90	2.83	3.02	2.83
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	275.84	1	275.84	94.86	< .001
Sex/Marital Status	6.80	2	3.40	1.17	.312
Occupational Area	5.98	5	1.20	.41	.841
Interaction	10.41	10	1.04	.36	.963
Covariate: Pretest	335.48	1	335.48	115.37	< .001
Error	782.21	269	2.91		

Table III.300

16PF Q_2 Scale: Sex/Marital Status by Occupational Area

Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
		Occupational Area					
Male	Pre $\overline{X}$	4.43	5.22	4.71	4.68	5.05	5.00
	SD	3.21	2.44	2.88	2.16	2.00	2.08
	Post $\overline{X}$	3.71	5.00	4.21	5.58	5.51	5.32
	SD	2.81	2.12	2.87	1.97	2.37	2.31
	N	7	9	24	65	87	19
Married Female	Pre $\overline{X}$	3.14	5.00	3.61	6.33	4.50	4.00
	SD	1.57	1.41	2.52	1.53	1.35	.00
	Post $\overline{X}$	4.86	5.33	4.39	3.00	5.20	3.00
	SD	2.61	2.58	2.43	1.73	1.14	.00
	N	7	6	18	3	10	1
Single Female	Pre $\overline{X}$	3.00	3.56	4.00	7.00	4.25	5.00
	SD	1.00	1.81	2.56	1.41	1.98	1.41
	Post $\overline{X}$	3.00	4.56	5.63	5.50	4.63	3.00
	SD	1.00	1.33	2.07	2.12	1.69	2.83
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	247.80	1	247.80	57.68	$<.001$
Sex/Marital Status	4.30	2	2.15	.50	.607
Occupational Area	20.13	5	4.03	.94	.457
Interaction	76.40	10	7.64	1.78	.064
Covariate: Pretest	213.97	1	213.97	49.81	$<.001$
Error	1,155.57	269	4.30		

Table III.301

16PF Q_3 Scale: Sex/Marital Status by Occupational Area

		Occupational Area					
Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
Male	Pre $\bar{X}$	7.00	6.67	8.29	7.69	7.90	7.74
	SD	2.16	1.73	1.57	1.72	1.88	2.21
	Post $\bar{X}$	7.57	6.22	8.04	7.32	7.46	7.63
	SD	2.07	1.39	2.42	2.24	1.81	2.06
	N	7	9	24	65	87	19
Married Female	Pre $\bar{X}$	6.71	6.50	6.89	7.00	7.30	7.00
	SD	2.29	3.02	2.37	1.00	2.26	.00
	Post $\bar{X}$	6.86	7.83	7.67	7.67	6.60	7.00
	SD	2.34	2.86	2.59	3.06	1.90	.00
	N	7	6	18	3	10	1
Single Female	Pre $\bar{X}$	6.67	6.56	7.00	3.00	7.63	10.50
	SD	2.08	2.74	1.51	2.83	1.92	.71
	Post $\bar{X}$	8.00	7.00	7.50	4.00	9.38	9.00
	SD	2.00	1.58	1.60	1.41	1.51	2.83
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	398.52	1	398.52	102.54	$< .001$
Sex/Marital Status	1.93	2	.96	.25	.780
Occupational Area	9.40	5	1.88	.48	.788
Interaction	47.52	10	4.75	1.23	.278
Covariate: Pretest	121.59	1	121.59	31.28	$< .001$
Error	1,045.49	269	3.89		

Table III.302

16PF Q_4 Scale: Sex/Marital Status by Occupational Area

Group	Testing	Lodging	Fd. Svs.	Mktg.	Automotives	Building Trades	Radio & TV
		Occupational Area					
Male	Pre $\bar{X}$	7.86	6.44	6.04	6.11	5.91	6.11
	SD	1.57	2.01	2.79	2.42	2.31	2.71
	Post $\bar{X}$	4.00	6.22	5.46	5.92	5.44	5.16
	SD	1.63	2.11	2.55	2.24	2.14	2.22
	N	7	9	24	65	87	19
Married Female	Pre $\bar{X}$	7.00	7.17	6.33	9.33	7.60	9.00
	SD	2.38	2.64	2.22	3.06	3.10	.00
	Post $\bar{X}$	5.71	6.50	6.17	6.00	5.60	8.00
	SD	3.40	2.88	2.75	1.73	2.01	.00
	N	7	6	18	3	10	1
Single Female	Pre $\bar{X}$	7.67	6.22	7.13	9.50	6.50	3.00
	SD	.58	2.22	2.53	.71	2.56	1.41
	Post $\bar{X}$	4.67	4.33	6.88	9.00	5.50	2.00
	SD	1.53	1.87	2.70	.00	1.41	2.83
	N	3	9	8	2	8	2

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	205.66	1	205.67	48.40	<.001
Sex/Marital Status	3.52	2	1.76	.41	.662
Occupational Area	40.17	5	8.03	1.89	.096
Interaction	59.56	10	5.96	1.40	.173
Covariate: Pretest	248.36	1	248.35	58.45	<.001
Error	1,143.05	269	4.25		

Table III.303

Male Confidence: Ethnic Group by Completion

Ethnic Group	Testing		Completion	
			Yes	No
White	Pre	$\bar{X}$	47.1	43.2
		SD	8.06	9.41
	Post	$\bar{X}$	51.4	48.3
		SD	7.66	10.1
		N	299	52
Indian	Pre	$\bar{X}$	41.4	41.1
		SD	10.1	11.5
	Post	$\bar{X}$	48.6	43.5
		SD	11.6	10.8
		N	23	14
Chicano	Pre	$\bar{X}$	48.4	46.7
		SD	9.80	11.4
	Post	$\bar{X}$	51.8	47.9
		SD	9.06	9.08
		N	15	7

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	13,907.30	1	13,907.30	225.00	<.001
Ethnic Group	180.22	2	90.11	1.46	.234
Completion	286.52	1	286.52	4.64	.032
Interaction	82.79	2	41.40	.67	.512
Covariate: Pretest	3,857.08	1	3,857.08	62.40	<.001
Error	24.910.07	403	61.81	----	----

Table III.304

Male Control: Ethnic Group by Completion

Ethnic Group	Testing		Completion Yes	Completion No
White	Pre	$\bar{X}$	31.0	28.8
		SD	5.49	5.28
	Post	X	33.9	31.7
		SD	5.01	6.21
		N	299	52
Indian	Pre	$\bar{X}$	28.9	27.6
		SD	5.94	8.86
	Post	X	33.1	28.4
		SD	6.86	7.00
		N	23	14
Chicano	Pre	$\bar{X}$	31.5	27.3
		SD	5.80	7.95
	Post	X	33.4	29.7
		SD	6.13	7.52
		N	15	7

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	7,145.90	1	7,145.90	265.26	<.001
Ethnic Group	83.75	2	41.88	1.55	.213
Completion	200.55	1	200.55	7.44	.007
Interaction	53.56	2	26.78	.99	.371
Covariate: Pretest	1,123.67	1	1,123.67	41.71	<.001
Error	10,856.54	403	26.94	----	----

Table III.305

Male Vocational Development Score:
Ethnic Group by Completion

Ethnic Group	Testing		Completion	
			Yes	No
White	Pre	$\overline{X}$	28.3	26.3
		SD	5.74	6.12
	Post	$\overline{X}$	32.7	30.4
		SD	5.73	7.62
		N	199	52
Indian	Pre	$\overline{X}$	25.7	25.6
		SD	8.09	8.15
	Post	$\overline{X}$	31.7	29.1
		SD	8.44	6.55
		N	23	14
Chicano	Pre	$\overline{X}$	28.9	27.0
		SD	7.91	7.26
	Post	$\overline{X}$	32.9	28.1
		SD	5.96	7.17
		N	15	7

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	10,367.64	1	10,367.64	282.41	<.001
Ethnic Group	33.31	2	16.65	.45	.636
Completion	217.34	1	217.34	5.92	.015
Interaction	30.57	2	15.29	.42	.660
Covariate: Pretest	877.65	1	877.65	23.91	<.001
Error	14,794.61	403	36.71	----	----

Table III.306

Male Intimacy: Ethnic Group by Completion

Ethnic Group	Testing		Completion Yes	Completion No
White	Pre	$\bar{X}$	33.3	31.6
		SD	4.61	4.49
	Post	$\bar{X}$	34.1	32.2
		SD	5.04	6.18
		N	199	52
Indian	Pre	$\bar{X}$	30.8	31.1
		SD	5.93	6.52
	Post	$\bar{X}$	33.1	30.0
		SD	7.05	6.97
		N	23	14
Chicano	Pre	$\bar{X}$	32.4	29.7
		SD	5.36	8.01
	Post	$\bar{X}$	34.1	31.3
		SD	6.28	7.30
		N	15	7

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	3,164.88	1	3,164.88	122.88	<.001
Ethnic Group	27.70	2	13.85	.54	.585
Completion	105.43	1	105.43	1.09	.044
Interaction	28.75	2	14.37	.56	.573
Covariate: Pretest	1,731.05	1	1,731.05	67.21	<.001
Error	10,379.94	403	25.76	----	----

Table III.307

Married Female Marriage and Family: Ethnic Group by Completion

Ethnic Group	Testing		Completion		
			All	Core	None
White	Pre	$\bar{X}$	31.2	30.7	29.4
		SD	7.07	7.05	8.33
	Post	X	33.6	31.8	31.4
		SD	6.76	7.30	8.51
		N	183	114	45
Indian	Pre	$\bar{X}$	27.2	28.6	27.0
		SD	9.24	7.99	8.56
	Post	X	32.3	33.8	23.7
		SD	6.86	6.03	6.67
		N	13	10	9
Chicano	Pre	$\bar{X}$	28.8	32.8	31.0
		SD	8.76	7.48	6.82
	Post	X	34.6	34.8	32.9
		SD	4.16	4.83	6.51
		N	5	8	8

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	*p*
Mean	6,399.41	1	6,399.41	168.27	<.001
Ethnic Group	83.44	2	41.72	1.10	.335
Completion	338.92	2	169.46	4.46	.012
Interaction	412.52	4	103.13	2.71	.030
Covariate: Pretest	4,659.94	1	4,659.94	122.53	<.001
Error	14,642.09	385	38.03	----	----

Table III.308

Married Female Self-Concept: Ethnic Group by Completion

Ethnic Group	Testing		Completion: All	Completion: Core	Completion: None
White	Pre	$\bar{X}$	46.5	45.2	44.5
		SD	7.15	7.76	7.93
	Post	$\bar{X}$	51.3	48.9	48.5
		SD	7.04	7.26	10.00
		N	183	114	45
Indian	Pre	$\bar{X}$	41.3	72.1	40.2
		SD	8.10	9.69	8.39
	Post	$\bar{X}$	46.9	48.6	40.9
		SD	7.91	7.01	11.10
		N	13	10	9
Chicano	Pre	$\bar{X}$	45.6	47.1	45.7
		SD	7.67	4.91	9.33
	Post	$\bar{X}$	53.6	49.1	48.8
		SD	2.07	7.81	10.00
		N	5	8	8

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	8,884.57	1	8,884.57	183.36	<.001
Ethnic Group	154.34	2	77.17	1.59	.205
Completion	287.63	2	143.81	2.97	.053
Interaction	226.33	4	56.58	1.17	.325
Covariate: Pretest	4,055.63	1	4,055.63	83.70	<.001
Error	18,655.12	385	48.45	----	----

Table III.309

Married Female Frustration: Ethnic Group by Completion

Ethnic Group	Testing		Completion All	 Core	 None
White	Pre	$\bar{X}$	45.4	44.0	44.4
		SD	6.30	6.61	6.94
	Post	X	48.3	46.5	46.2
		SD	5.67	6.50	8.73
		N	183	114	45
Indian	Pre	$\bar{X}$	42.2	43.6	42.6
		SD	7.81	7.18	5.70
	Post	X	46.8	45.0	42.3
		SD	6.82	5.96	8.90
		N	13	10	9
Chicano	Pre	$\bar{X}$	45.8	46.9	42.6
		SD	8.11	4.55	8.40
	Post	X	51.8	47.9	44.5
		SD	2.77	6.10	10.92
		N	5	8	8

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	6,370.65	1	6,370.65	177.80	<.001
Ethnic Group	84.73	2	42.37	1.18	.308
Completion	285.11	2	142.55	3.98	.019
Interaction	89.71	4	22.43	.63	.644
Covariate: Pretest	2,816.82	1	2,816.82	78.62	<.001
Error	13,794.66	385	35.83	----	----

Table III.310

Single Female Self-Concept:
Ethnic Group by Completion

Ethnic Group	Testing		Completion	
			Yes	No
White	Pre	$\bar{X}$	31.9	31.9
		SD	4.95	6.51
	Post	$\bar{X}$	34.1	33.4
		SD	4.54	4.45
		N	91	14
Minority	Pre	$\bar{X}$	28.3	31.2
		SD	5.54	3.77
	Post	$\bar{X}$	33.2	30.4
		SD	3.19	1.14
		N	6	5

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	705.04	1	705.04	55.41	<.001
Ethnic Group	7.27	2	3.64	.29	.752
Completion	3.57	1	3.57	.28	.598
Interaction	31.94	2	15.97	1.26	.289
Covariate: Pretest	751.93	1	751.93	59.09	<.001
Error	1,412.45	111	12.72	----	----

Table III.311

Single Female Confidence:
Ethnic Group by Completion

Ethnic Group	Testing		Completion	
			Yes	No
White	Pre	$\bar{X}$	25.8	25.5
		SD	7.78	6.79
	Post	$\bar{X}$	29.9	29.0
		SD	6.45	6.78
		N	91	14
Minority	Pre	$\bar{X}$	22.8	25.4
		SD	4.75	4.16
	Post	$\bar{X}$	30.2	26.8
		SD	5.95	3.96
		N	6	5

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	1,714.52	1	1,714.52	57.83	<.001
Ethnic Group	1.11	2	.56	.02	.981
Completion	32.03	1	32.03	1.08	.301
Interaction	32.96	2	16.48	.56	.575
Covariate: Pretest	1,295.28	1	1,295.28	43.69	<.001
Error	3,291.03	111	29.65	----	----

Table III.312

Single Female Family/Interpersonal Problems: Ethnic Group by Completion

Ethnic Group	Testing		Completion	
			Yes	No
White	Pre	$\bar{X}$	29.1	28.6
		SD	6.39	6.50
	Post	$\bar{X}$	32.2	31.9
		SD	5.30	4.83
		N	91	14
Minority	Pre	$\bar{X}$	25.3	30.4
		SD	6.09	6.62
	Post	$\bar{X}$	31.8	27.8
		SD	3.87	3.56
		N	6	5

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	P
Mean	1,726.40	1	1,726.40	78.26	<.001
Ethnic Group	34.85	2	17.42	.79	.456
Completion	3.34	1	3.34	.15	.698
Interaction	76.85	2	38.42	1.74	.180
Covariate: Pretest	511.04	1	511.04	23.17	<.001
Error	2,448.54	111	22.06	----	----

Table III.313

Single Female Vocational/Interpersonal Problems: Ethnic Group by Completion

Ethnic Group	Testing		Completion Yes	Completion No
White	Pre	$\bar{X}$	21.9	23.1
		SD	4.09	4.15
	Post	$\bar{X}$	24.7	24.2
		SD	4.05	4.79
		N	91	14
Minority	Pre	$\bar{X}$	19.3	21.6
		SD	4.27	5.37
	Post	$\bar{X}$	25.5	21.6
		SD	4.18	4.82
		N	6	5

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	668.05	1	668.05	48.38	<.001
Ethnic Group	6.28	2	3.14	.23	.797
Completion	3.79	1	3.79	.27	.602
Interaction	44.36	2	22.18	1.61	.205
Covariate: Pretest	421.88	1	421.88	30.55	<.001
Error	1,532.83	111	13.81	----	----

Table III.314

Male Confidence Scores, Student Inventory: Ethnic Group by Program Period

			Program Period							
Ethnic Group	Testing		Fall 1973	Winter 1973/74	Spring 1974	Summer 1974	Fall 1974	Winter 1974/75	Spring 1975	Summer 1975
White	Pre	$\overline{X}$	44.7	46.9	49.6	46.5	48.3	46.3	44.7	47.3
		SD	10.0	8.44	8.07	8.04	9.12	7.96	7.84	7.53
	Post	$\overline{X}$	49.2	53.3	53.2	50.3	18.7	51.7	51.4	52.6
		SD	10.0	5.07	6.89	7.82	9.27	6.59	8.30	8.14
		N	45	34	40	70	31	45	36	27
Minority	Pre	$\overline{X}$	42.3	38.6	38.0	41.6	41.6	48.0	49.2	51.3
		SD	8.87	10.5	11.5	11.8	14.3	11.5	10.3	9.7
	Post	$\overline{X}$	45.6	46.3	50.3	47.6	51.7	51.5	48.3	50.0
		SD	11.9	9.28	14.2	6.27	10.5	15.0	11.8	3.92
		N	10	8	3	5	6	4	9	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	13,858.23	1	13,858.23	236.14	<.001
Ethnic Group	64.40	1	64.40	1.10	.296
Program Period	227.63	7	32.52	.55	.793
Interaction	404.52	7	57.79	.98	.442
Covariate: Pretest	3,664.25	1	3,664.25	62.44	<.001
Error	21,126.77	360	58.69	----	----

Table III.315

Male Control Scores, Student Inventory: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period Fall 1973	Winter 1973/74	Spring 1974	Summer 1974	Fall 1974	Winter 1974/75	Spring 1975	Summer 1975
White	Pre	$\bar{X}$	29.9	30.2	32.0	29.6	31.9	31.3	29.9	31.4
		SD	6.03	4.31	5.56	6.37	5.83	5.28	5.33	4.06
	Post	$\bar{X}$	33.0	35.7	34.6	33.2	33.1	34.3	32.5	34.7
		SD	5.44	3.77	4.75	5.22	5.73	4.12	5.86	5.48
		N	45	34	40	70	31	45	36	27
Minority	Pre	$\bar{X}$	27.6	28.1	26.7	29.2	28.3	31.8	31.0	28.3
		SD	6.15	4.09	10.1	6.91	8.87	8.62	6.61	11.4
	Post	$\bar{X}$	30.6	31.3	32.7	32.2	35.5	34.0	30.3	28.3
		SD	7.06	5.90	11.0	5.26	7.94	9.35	7.50	3.77
		N	10	8	3	5	6	4	9	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	7,255.68	1	7,255.68	279.98	<.001
Ethnic Group	79.52	1	79.52	3.07	.081
Program Period	193.17	7	27.60	1.06	.386
Interaction	228.51	7	32.64	1.26	.269
Covariate: Pretest	1,035.92	1	1,035.92	39.97	<.001
Error	9,329.38	360	25.91	----	----

Table III.316

Male Vocational Development, Student Inventory: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period Fall 1973	Winter 1973/74	Spring 1974	Summer 1974	Fall 1974	Winter 1974/75	Spring 1975	Summer 1975
White	Pre	$\bar{X}$	27.1	27.9	29.6	26.9	30.0	28.3	26.8	28.9
		SD	6.51	4.94	5.69	6.37	6.50	5.38	5.65	4.71
	Post	$\bar{X}$	31.5	33.6	33.7	31.6	31.8	33.8	31.6	32.9
		SD	6.49	5.20	5.18	6.54	6.47	5.01	6.35	5.38
		N	45	34	40	70	31	45	36	27
Minority	Pre	$\bar{X}$	26.0	23.0	26.3	27.4	25.7	28.8	28.9	29.3
		SD	4.11	7.05	9.45	6.88	10.1	12.5	7.41	11.8
	Post	$\bar{X}$	31.2	29.5	32.7	32.4	33.2	31.8	31.4	26.0
		SD	7.05	6.32	9.45	6.58	9.20	13.9	6.46	2.16
		N	10	8	3	5	6	4	9	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	10,072.35	1	10,072.35	281.50	<.001
Ethnic Group	55.53	1	55.53	1.55	.214
Program Period	143.00	7	20.43	.57	.780
Interaction	238.04	7	34.01	.95	.468
Covariate: Pretest	813.42	1	813.42	22.73	<.001
Error	12,881.03	360	35.78	----	----

Table III.317

Male Intimacy Scores, Student Inventory: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period							
			Fall 1973	Winter 1973/74	Spring 1974	Summer 1974	Fall 1974	Winter 1974/75	Spring 1975	Summer 1975
White	Pre	$\bar{X}$	32.5	33.2	33.8	31.6	34.1	33.7	33.4	34.4
		SD	5.12	3.95	4.48	5.70	4.46	3.88	4.30	3.67
	Post	$\bar{X}$	33.6	35.1	34.9	32.7	33.7	34.9	33.6	34.7
		SD	5.31	4.23	4.93	5.52	5.75	4.37	6.09	4.60
		N	45	34	40	70	31	45	36	27
Minority	Pre	$\bar{X}$	31.7	30.4	28.7	32.4	30.5	31.3	33.7	33.5
		SD	4.06	4.34	9.45	5.59	6.98	9.03	4.66	5.51
	Post	$\bar{X}$	31.8	32.1	33.0	31.4	34.5	32.3	32.6	32.3
		SD	7.15	5.87	9.54	4.46	8.14	10.2	7.33	5.85
		N	10	8	3	5	6	4	9	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	2,763.69	1	2,763.69	108.94	<.001
Ethnic Group	27.59	1	27.59	1.09	.298
Program Period	83.58	7	11.94	.47	.856
Interaction	74.43	7	10.63	.42	.890
Covariate: Pretest	1,567.43	1	1,567.43	61.79	<.001
Error	9,132.50	360	25.37	----	----

Table III.318

Married Female, Marriage and Family: Ethnic Group by Program Period

Ethnic Group	Testing		Program Period							
			Fall 1973	Winter 1973/74	Spring 1974	Summer 1974	Fall 1974	Winter 1974/75	Spring 1975	Summer 1975
White	Pre	$\overline{X}$	31.3	31.5	30.3	30.2	30.8	31.6	30.1	30.7
		SD	6.92	6.23	7.33	7.82	7.61	7.49	7.83	7.84
	Post	$\overline{X}$	33.1	34.4	32.8	31.9	31.1	34.6	30.7	32.8
		SD	7.50	5.70	5.92	8.10	7.51	5.71	8.43	8.49
		N	44	33	40	64	31	41	36	27
Minority	Pre	$\overline{X}$	21.6	26.4	29.8	27.8	29.0	32.7	30.0	33.8
		SD	6.92	3.65	4.19	5.06	11.4	7.39	10.9	3.30
	Post	$\overline{X}$	23.7	26.6	37.5	34.8	34.4	35.6	31.9	32.3
		SD	6.06	4.45	2.08	5.12	4.31	3.82	7.88	5.32
		N	6	5	4	4	8	7	10	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	6,502.11	1	6,502.11	171.18	<.001
Ethnic Group	3.64	1	3.64	.10	.757
Program Period	408.66	7	58.38	1.54	.154
Interaction	534.27	7	76.32	2.01	.053
Covariate: Pretest	4,355.33	1	4,355.33	114.66	<.001
Error	13,180.70	347	37.98	----	----

Table III.319

Married Female, Self-Concept: Ethnic Group by Program Period

Ethnic Group	Testing		Fall 1973	Winter 1973/74	Spring 1974	Summer 1974	Fall 1974	Winter 1974/75	Spring 1975	Summer 1975
			Program Period							
White	Pre	$\bar{X}$	45.6	46.5	46.5	45.9	47.4	46.4	43.9	46.0
		SD	7.51	7.87	6.95	7.99	7.01	7.62	7.38	7.69
	Post	$\bar{X}$	50.8	51.6	50.5	49.6	48.3	51.6	48.4	49.6
		SD	7.24	6.31	7.09	8.00	8.35	6.46	8.31	8.48
		N	44	33	40	64	31	41	36	27
Minority	Pre	$\bar{X}$	37.8	27.8	42.8	38.8	45.3	50.3	46.3	43.3
		SD	8.86	5.81	6.70	6.75	10.6	4.64	8.98	3.77
	Post	$\bar{X}$	48.0	37.0	51.8	48.8	48.9	52.9	47.7	43.8
		SD	5.55	8.25	6.02	10.0	8.85	4.30	8.72	8.92
		N	6	5	4	4	8	7	10	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	8,432.16	1	8,432.16	178.98	<.001
Ethnic Group	64.08	1	64.08	1.36	.244
Program Period	577.81	7	82.54	1.75	.096
Interaction	620.97	7	88.71	1.88	.071
Covariate: Pretest	3,642.32	1	3,642.32	77.31	<.001
Error	16,347.78	347	47.11	----	----

Table III.320

Married Female, Frustration: Ethnic Group by Program Period

			Program Period							
Ethnic Group	Testing		Fall 1973	Winter 1973/74	Spring 1974	Summer 1974	Fall 1974	Winter 1974/75	Spring 1975	Summer 1975
White	Pre	$\overline{X}$	46.2	45.1	45.1	44.2	46.1	44.4	43.4	45.5
		SD	6.34	6.89	7.31	6.05	7.17	6.61	5.74	6.10
	Post	$\overline{X}$	49.2	47.8	47.9	46.6	45.2	49.0	47.2	46.6
		SD	5.98	5.73	5.46	6.57	8.18	5.65	6.04	7.69
		N	44	33	40	64	31	41	36	27
Minority	Pre	$\overline{X}$	42.8	40.2	45.5	41.3	44.1	49.1	44.5	41.3
		SD	6.21	4.32	3.32	5.80	9.22	3.13	8.76	6.55
	Post	$\overline{X}$	45.7	41.6	49.3	48.5	46.4	50.9	46.6	42.3
		SD	8.76	6.27	5.06	7.94	6.32	3.89	7.40	12.2
		N	6	5	4	4	8	7	10	4

ANCOVA SUMMARY TABLE

Source	SS	DF	MS	F	p
Mean	6,249.13	1	6,249.13	175.68	<.001
Ethnic Group	8.99	1	8.99	.25	.615
Program Period	304.30	7	43.47	1.22	.290
Interaction	191.18	7	27.31	.77	.615
Covariate: Pretest	2,337.43	1	2,337.43	65.71	<.001
Error	12,342.87	347	35.57	----	----

Table III.321

Analysis of Covariance for Male Confidence, Student Inventory: Program Period by Counselor

Source	SS	DF	MS	F	p
Mean	5,501.25	1	5,501.25	100.24	<.001
Program Period	357.48	4	89.37	1.63	.171
Counselor	161.51	4	40.38	.74	.569
Interaction	600.93	16	37.56	.68	.805
Covariate: Pretest	916.36	1	916.36	16.70	<.001
Error	7,299.38	133	54.88	----	----

Table III.322

Analysis of Covariance for Male Confidence, Control: Program Period by Counselor

Source	SS	DF	MS	F	p
Mean	2,558.30	1	2,558.30	115.38	<.001
Program Period	153.61	4	38.40	1.73	.147
Counselor	51.78	4	12.94	.58	.675
Interaction	454.10	16	28.38	1.28	.219
Covariate: Pretest	425.56	1	425.56	19.19	<.001
Error	2,949.01	133	22.17	----	----

Table III.323

Analysis of Covariance for Male Confidence, Vocational Development: Program Period by Counselor

Source	SS	DF	MS	F	p
Mean	3,836.83	1	3,836.83	121.17	<.001
Program Period	238.86	4	59.72	1.89	.117
Counselor	46.82	4	11.71	.37	.830
Interaction	798.03	16	49.88	1.58	.084
Covariate: Pretest	233.05	1	233.05	7.36	.008
Error	4,211.29	133	31.66	----	----

Table III.324

Analysis of Covariance for Male Confidence, Intimacy: Program Period by Counselor

Source	SS	DF	MS	F	p
Mean	970.78	1	970.78	46.49	<.001
Program Period	137.92	4	34.48	1.65	.165
Counselor	19.97	4	4.99	.24	.916
Interaction	460.15	16	28.76	1.38	.162
Covariate: Pretest	596.73	1	596.73	28.58	<.001
Error	2,777.22	133	20.88	----	----

Table III.325

Analysis of Covariance for Married Female Marriage and Family, Student Inventory: Program Period by Counselor

Source	SS	DF	MS	F	p
Mean	1,555.84	1	1,555.84	43.33	<.001
Program Period	55.43	4	13.86	.39	.818
Counselor	99.23	4	24.81	.69	.599
Interaction	677.39	16	42.34	1.18	.293
Covariate: Pretest	2,255.61	1	2,255.61	62.82	<.001
Error	4,775.54	133	35.91	----	----

Table III.326

Analysis of Covariance for Married Female Self-Concept, Student Inventory: Program Period by Counselor

Source	SS	DF	MS	F	p
Mean	1,763.59	1	1,763.59	45.17	<.001
Program Period	283.57	4	70.89	1.82	.129
Counselor	407.78	4	101.94	2.61	.038
Interaction	655.29	16	40.96	1.05	.411
Covariate: Pretest	1,937.75	1	1,937.75	49.63	<.001
Error	5,192.91	133	39.04	----	----

Table III.327

Analysis of Covariance for Married Female Frustration, Student Inventory: Program Period by Counselor

Source	SS	DF	MS	F	p
Mean	2,131.78	1	2,131.78	68.14	<.001
Program Period	418.81	4	104.70	3.35	.012
Counselor	188.82	4	47.20	1.51	.203
Interaction	443.88	16	27.74	.89	.586
Covariate: Pretest	833.54	1	833.54	26.64	<.001
Error	4,161.10	133	31.29	----	----

Table III.328

Analysis of Covariance for Male Confidence, Student Inventory: Ethnic Group by Counselor

Source	SS	DF	MS	F	p
Mean	13,032.25	1	13,032.25	209.38	<.001
Program Period	305.66	1	305.66	4.91	.027
Counselor	599.68	12	49.97	.80	.648
Interaction	838.93	12	69.91	1.12	.340
Covariate: Pretest	3,727.28	1	3,727.28	59.88	<.001
Error	22,780.94	366	62.24	----	----

Table III.329

Analysis of Covariance for Male Control, Student Inventory: Ethnic Group by Counselor

Source	SS	DF	MS	F	p
Mean	6,336.23	1	6,336.23	236.93	<.001
Program Period	144.70	1	144.70	5.41	.021
Counselor	343.39	12	28.62	1.07	.384
Interaction	535.61	12	44.63	1.67	.072
Covariate: Pretest	1,258.10	1	1,258.10	47.04	<.001
Error	9,787.84	366	26.74	----	----

Table III.330

Analysis of Covariance for Male Vocational Development, Student Inventory: Program Period by Counselor

Source	SS	DF	MS	F	p
Mean	9,718.13	1	9,718.13	257.65	<.001
Program Period	61.35	1	61.35	1.63	.203
Counselor	298.79	12	24.90	.66	.790
Interaction	392.52	12	32.71	.87	.581
Covariate: Pretest	1,024.56	1	1,024.56	27.16	<.001
Error	13,804.75	366	37.72	----	----

Table III.331

Analysis of Covariance for Male Intimacy, Student Inventory: Program Period by Counselor

Source	SS	DF	MS	F	p
Mean	2,842.94	1	2,842.94	112.40	<.001
Program Period	31.11	1	31.11	1.23	.268
Counselor	240.95	12	20.08	.79	.657
Interaction	439.88	12	36.66	1.45	.141
Covariate: Pretest	1,752.10	1	1,752.10	69.27	<.001
Error	9,257.19	366	25.29	----	----

Table III.332

Analysis of Covariance for Married Female Marriage and Family, Student Inventory: Ethnic Group by Counselor

Source	SS	DF	MS	F	p
Mean	5,439.83	1	5,439.83	136.47	<.001
Program Period	33.68	2	16.84	.42	.656
Counselor	343.46	9	38.16	.96	.475
Interaction	777.41	18	43.19	1.08	.368
Covariate: Pretest	4,117.44	1	4,117.44	103.30	<.001
Error	12,755.42	320	39.86	----	----

Table III.333

Analysis of Covariance for Married Female Self-Concept, Student Inventory: Ethnic Group by Counselor

Source	SS	DF	MS	F	p
Mean	6,654.13	1	6,654.13	141.08	<.001
Program Period	30.15	2	15.08	.32	.727
Counselor	609.66	9	67.74	1.44	.171
Interaction	1,257.33	18	69.85	1.48	.094
Covariate: Pretest	3,834.54	1	3,834.54	81.30	<.001
Error	15,092.75	320	47.16	----	----

Table III.334

Analysis of Covariance for Married Female Frustration, Student Inventory: Ethnic Group by Counselor

Source	SS	DF	MS	F	p
Mean	5,028.69	1	5,028.69	143.67	<.001
Program Period	8.79	2	4.39	.13	.882
Counselor	400.10	9	44.46	1.27	.252
Interaction	964.37	18	53.58	1.53	.077
Covariate: Pretest	2,465.21	1	2,465.21	70.43	<.001
Error	11,200.81	320	35.00	----	----

Table III.335

Analysis of Variance for Single Female Self-Concept, Student Inventory:
Ethnic Group by Counselor

Source	SS	DF	MS	F	p
Mean	908.70	1	908.70	76.32	<.001
Ethnic Group	.90	1	.90	.08	.784
Counselor	116.40	8	14.55	1.22	.297
Interaction	97.89	8	12.24	1.03	.422
Covariate: Pretest	335.56	1	335.56	28.18	<.001
Error	952.52	80	11.91	----	----

Table III.336

Analysis of Variance for Single Female Confidence, Student Inventory:
Ethnic Group by Counselor

Source	SS	DF	MS	F	p
Mean	1,880.29	1	1,880.29	71.07	<.001
Ethnic Group	1.49	1	1.49	.06	.813
Counselor	402.03	8	50.25	1.90	.071
Interaction	353.29	8	44.16	1.67	.119
Covariate: Pretest	762.36	1	762.36	28.81	<.001
Error	2,116.59	80	26.46	----	----

Table III.337

Analysis of Variance for Single Female Family/Interpersonal, Student Inventory: Ethnic Group by Counselor

Source	SS	DF	MS	F	p
Mean	1,991.87	1	1,991.87	99.50	<.001
Ethnic Group	4.89	1	4.89	.24	.623
Counselor	353.15	8	44.14	2.21	.035
Interaction	203.23	8	25.40	1.27	.272
Covariate: Pretest	201.14	1	201.14	10.05	.002
Error	1,601.57	80	20.02	----	----

Table III.338

Analysis of Variance for Single Female Vocational/Interpersonal, Student Inventory: Ethnic Group by Counselor

Source	SS	DF	MS	F	p
Mean	659.38	1	659.38	53.89	<.001
Ethnic Group	4.44	1	4.44	.36	.548
Counselor	196.23	8	24.53	2.00	.056
Interaction	273.18	8	34.15	2.79	.009
Covariate: Pretest	298.27	1	298.27	24.38	<.001
Error	978.79	80	12.23	----	----

Table III.339

Analysis of Covariance for Male Confidence: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	13,921.05	1	13,921.05	230.22	<.001
Completion	26.79	1	26.79	.44	.506
Counselor	1,415.63	13	108.89	1.80	.041
Interaction	1,199.90	13	92.30	1.53	.105
Covariate: Pretest	4,433.78	1	4,433.78	73.32	<.001
Error	22,857.01	378	60.47	----	----

Table III.340

Analysis of Covariance for Male Control: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	7,640.07	1	7,640.07	287.28	.001
Completion	57.75	1	57.75	2.17	.141
Counselor	389.00	13	29.92	1.13	.336
Interaction	258.00	13	19.85	.75	.717
Covariate: Pretest	1,101.77	1	1,101.77	41.43	.001
Error	10,052.75	378	26.59	----	----

Table III.341

Analysis of Covariance for Male Vocational Development: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	11,184.34	1	11,184.34	303.24	<.001
Completion	27.54	1	27.54	.75	.388
Counselor	690.47	13	53.11	1.44	.138
Interaction	467.67	13	35.97	.98	.475
Covariate: Pretest	957.44	1	957.44	25.96	<.001
Error	13,941.78	378	36.88	----	----

Table III.342

Analysis of Covariance for Male Intimacy: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	3,405.29	1	3,405.29	135.15	<.001
Completion	35.46	1	35.46	1.41	.236
Counselor	393.90	13	30.30	1.20	.275
Interaction	244.48	13	18.81	.75	.717
Covariate: Pretest	1,576.83	1	1,576.83	62.58	<.001
Error	9,523,90	378	25.20	----	----

Table III.343

Analysis of Covariance for Single Female Self-Concept: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	978.43	1	978.43	86.72	<.001
Completion	3.45	1	3.45	.31	.582
Counselor	165.04	9	18.34	1.63	.120
Interaction	127.01	9	14.11	1.25	.275
Covariate: Pretest	321.41	1	321.41	28.48	<.001
Error	1,004.24	89	11.28	----	----

Table III.344

Analysis of Covariance for Single Female Confidence: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	2,722.21	1	2,722.21	103.69	<.001
Completion	1.11	1	1.11	.04	.838
Counselor	316.06	9	35.12	1.34	.229
Interaction	256.66	9	29.52	1.12	.354
Covariate: Pretest	376.43	1	376.43	14.34	<.001
Error	2,336.64	89	26.25	----	----

Table III.345

Analysis of Covariance for Single Female Family/Interpersonal: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	2,316.60	1	2,316.60	122.57	<.001
Completion	8.89	1	8.89	.47	.495
Counselor	412.60	9	45.84	2.43	.016
Interaction	177.01	9	19.67	1.04	.415
Covariate: Pretest	201.75	1	201.75	10.67	.002
Error	1,682.08	89	18.90	----	----

Table III.346

Analysis of Covariance for Single Female Vocational/Interpersonal: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	652.56	1	652.56	51.04	<.001
Completion	9.11	1	9.11	.71	.401
Counselor	142.47	9	15.83	1.24	.282
Interaction	113.79	9	12.64	.99	.455
Covariate: Pretest	244.93	1	244.93	19.16	<.001
Error	1,137.94	89	12.79	----	----

Table III.347

Analysis of Covariance for Married Female Marriage and Family: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	6,345.00	1	6,345.00	162.96	<.001
Completion	50.81	2	25.41	.65	.521
Counselor	1,195.51	12	99.63	2.56	.003
Interaction	1,211.34	24	50.47	1.30	.163
Covariate: Pretest	3,863.78	1	3,863.78	99.23	<.001
Error	12,615.50	324	38.94	----	----

Table III.348

Analysis of Covariance for Married Female Self-Concept: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	7,817.02	1	7,817.02	159.57	<.001
Completion	57.83	2	28.91	.59	.555
Counselor	1,058.89	12	88.24	1.80	.047
Interaction	1,343.39	24	55.97	1.14	.295
Covariate: Pretest	3,592.88	1	3,592.88	73.34	<.001
Error	15,872.36	324	48.99	----	----

Table III.349

Analysis of Covariance for Married Female Frustration: Completion by Counselor

Source	SS	DF	MS	F	p
Mean	5,485.16	1	5,485.16	145.92	<.001
Completion	33.79	2	16.90	.45	.638
Counselor	685.49	12	57.12	1.52	.115
Interaction	865.77	24	36.07	.96	.520
Covariate: Pretest	2,625.37	1	2,625.37	69.84	<.001
Error	12,179.21	324	37.59	----	----

Table III.350

Analysis of Covariance for Single Female Self-Concept, Student Inventory: Ethnic Group by Program Period

Source	SS	DF	MS	F	p
Mean	617.64	1	617.64	49.84	<.001
Ethnic Group	4.34	1	4.34	.35	.556
Program Period	75.88	6	12.65	1.02	.418
Interaction	36.37	6	6.06	.49	.814
Covariate: Pretest	489.00	1	489.00	39.46	<.001
Error	941.77	76	12.39	----	----

Table III.351

Analysis of Covariance for Single Female Confidence, Student Inventory: Ethnic Group by Program Period

Source	SS	DF	MS	F	p
Mean	1,829.99	1	1,829.99	65.73	<.001
Ethnic Group	36.44	1	36.44	1.31	.256
Program Period	229.48	6	38.25	1.37	.236
Interaction	161.93	6	26.99	.97	.452
Covariate: Pretest	1,020.90	1	1,020.90	36.67	<.001
Error	2,115.95	76	27.84	----	----

Table III.352

Analysis of Covariance for Single Female Family/Interpersonal, Student Inventory: Ethnic Group by Program Period

Source	SS	DF	MS	F	p
Mean	1,711.27	1	1,711.27	81.08	<.001
Ethnic Group	3.36	1	3.36	.16	.691
Program Period	115.13	6	19.19	.91	.493
Interaction	64.41	6	10.73	.51	.800
Covariate: Pretest	222.14	1	222.14	10.53	.002
Error	1,604.02	76	21.11	----	----

Table III.353

Analysis of Covariance for Single Female Vocational/Interpersonal, Student Inventory: Ethnic Group by Program Period

Source	SS	DF	MS	F	p
Mean	261.04	1	261.04	20.36	<.001
Ethnic Group	34.70	1	34.70	2.71	.104
Program Period	208.76	6	34.79	2.71	.019
Interaction	91.82	6	15.30	1.19	.319
Covariate: Pretest	431.29	1	431.29	33.64	<.001
Error	974.41	76	12.82	----	----

REFERENCES CITED

Bunch, M.B., Conrad, R.W., and Coyle, D.A. An Interdisciplinary, Multi-Methodological Approach to Evaluation of a Social Action Program. Glasgow, MT: Mountain-Plains Press, May, 1976.

Conrad, R.W. "Analysis of the Dimensions of Behavior Measured by the Student Inventory, Form B," Counseling Services Report No. 27. Glasgow, MT: Mountain-Plains Press, March, 1976.

Conrad, R.W. "Preliminary Analysis of Psychological Development of Mountain-Plains Students As Assessed by the POI," Counseling Services Report No. 25. Glasgow, MT: Mountain-Plains Press, March, 1976.

Conrad, R.W. "Counselor Characteristics and Effectiveness Criteria: An Analysis of One Staff," Counseling Services Report No. 23. Glasgow, MT: Mountain-Plains Press, July, 1975.

Conrad, R.W. "A Personality Development Interpretation of Employability and Disadvantaged Status With Remedial Implications," Counseling Services Report No. 21. Glasgow, MT: Mountain-Plains Press, December, 1974. (ERIC ED 110 833)

Conrad, R.W. "Comprehensive Overview of the Mountain-Plains Counseling Program," Counseling Services Report No. 10. Glasgow, MT: Mountain-Plains Press, December, 1973.

Conrad, R.W., and Bunch, M.B. "Factor Analysis of Student Inventory, Form 1-B and 2-B," Counseling Services Report No. 26. Glasgow, MT: Mountain-Plains Press, March, 1976.

Conrad, R.W., and McMahon, S.L. "Self-Actualization in a Rural Disadvantaged Population: Level of Development and Program Utility," Counseling Services Report No. 12. Glasgow, MT: Mountain-Plains Press, March, 1974. (ERIC ED 105 075)

Crites, J.O. Vocational Psychology - The Study of Vocational Behavior and Development. New York: McGraw-Hill, 1969.

Dixon, W.H. (ed.). Biomedical Computer Programs. Los Angeles, CA: University of California Press, 1974.

Gaudet, S., and Carli, A.R. "Why Executives Fail," Personnel Psychology. 1957, 10, 7-22.

Jore, C.P., Conrad, R.W., Fenenbock, M.B., and Schall, G. "Indian Educations: Applications and Limitations of the Mountain-Plains Family Career Education Model," General Report No. 3. Glasgow, MT: Mountain-Plains Press, 1975.

Mayotte, A.C., and Conrad, R.W. "Effects of a Group Counseling on Self-Concept and Related Variables With Adult Members of Disadvantaged Families," Counseling Services Report No. 20. Glasgow, MT: Mountain-Plains Press, September, 1974.

McNaughton, W.L. "Attitudes of Ex-Employees at Intervals After Quitting," Personnel Journal. 1956, 35, 61-153.

Miskimins, R.W., and Baker, B.R. "Self-Concept and the Disadvantaged," Journal of Clinical Psychology, Monograph Supplement No. 41. Brandon, VT: Clinical Psychology Publishing Company, 1973.

Mountain-Plains. "Counseling Objectives and Measurement Criteria," Counseling Services Report No. 16 (Supplement to Counseling Services Report No. 14). Glasgow, MT: Mountain-Plains Press, July, 1974.

Myers, D.D., and Honrud, D. Pre-Center Characteristics of Student Families. Glasgow, MT: Mountain-Plains Press, September - October, 1974. (ERIC ED 103 580)

Pollack, R.M. "Reliability Assessment of the Participant Inventory," Electronic Data Processing Report No. 15. Glasgow, MT: Mountain-Plains Press, July, 1975.

Super, D.E., and Crites, J.O. Appraising Vocational Fitness (Rev. Ed.). New York: Harper and Row, 1962.

Taft, R., and Mullins, A. "Who Quits and Why!" Personnel Journal, 1946, 24, 300-307.

Walton, E. "What Makes Engineers Move and Remain?" Personnel Administration, 1960, 23, 22-26.

Whitely, J.M., Sprinthall, N.A., Mosher, R.L., and Donagly, R.T. "Selection and Evaluation of Counselor Effectiveness." Journal of Counseling Psychology, 1972, 19, 26-29.

SUMMATIVE EVALUATION REPORT

PARENT INVOLVEMENT REPORT NO. 10

IMPACT ON PARENTING ATTITUDES AS MEASURED BY THE CHILD RAISING OPINION QUESTIONNAIRE

Author:

Rowan W. Conrad

September, 1976

This Study is a Product of the
Research Services Division

David A. Coyle, Director

The work presented in this publication was performed pursuant to Contract NE-C-00-3-0298. The opinions expressed herein do not necessarily reflect the position or policy of the National Institute of Education and no official endorsement by that agency should be inferred.

TABLE OF CONTENTS

Page

LIST OF TABLES iii

INTRODUCTION 1
  To The Study 1
  To Previous Parenting Reports 1

METHODOLOGY 2
  Subjects 2
  Instrument 3
  Design 3
  Procedures 3

RESULTS 4

DISCUSSION 5

RECOMMENDATIONS 6

REFERENCES CITED 7

APPENDIX A 8

APPENDIX B 16

LIST OF TABLES

Table Page

1 Learning Resistance/Receptivity by Subgroup. 9

2 Discipline by Subgroup 9

3 Indulgence by Subgroup 10

4 Nurturance by Subgroup 10

5 Analysis of Covariance for Learning Resistance/ Receptivity by Sex and Marital Status. 11

6 Analysis of Covariance for Discipline by Sex and Marital Status 11

7 Analysis of Covariance for Indulgence by Sex and Marital Status 12

8 Analysis of Covariance for Nurturance by Sex and Marital Status 12

9 Analysis of Covariance for Resistance/Receptivity to Learning by Ethnic Group 13

10 Analysis of Covariance for Discipline by Ethnic Group. 13

11 Analysis of Covariance for Indulgence by Ethnic Group. 14

12 Analysis of Covariance for Nurturance by Ethnic Group. 14

13 Correlation of CROQ E-1 and E-2 Scales 15

IMPACT ON PARENTING ATTITUDES AS MEASURED BY THE CHILD RAISING OPINION QUESTIONNAIRE (CROQ)

INTRODUCTION

To The Study

Parent Involvement at Mountain-Plains had imparting cognitive material about appropriate child raising practice as its original objective. Two problems shifted the focus slightly in the direction of an affective emphasis: 1) Resistance to the class, and 2) The increasingly clear fact that achieving content knowledge as shown by test performance did not significantly change parenting behavior. More attention was focused subsequently on attitudes, and use of more group discussion relative to programmed curriculum content was instituted. Concomitantly a search for an appropriate parenting attitude measure was undertaken. Its failure led to the development of the Child Raising Opinion Questionnaire (CROQ) for assessment of impact of the Mountain-Plains Program on parenting.

To Previous Parenting Reports

Nine previous reports have explored the parenting program. Five of the reports, No.'s 1, 3, 6, 8, and 9 dealt with development and validation of the CROQ. Three reports, No.'s 3, 4 and 7 were preliminary assessments of impact. Report No. 2 was a related study of adjustment to parenthood that was conceived apart from Mountain-Plain's NIE responsibilities and executed as a Masters Degree study.

Apart from psychometric properties of the instrument detailed in the "Instrument" section, these reports concluded that:

1. Entering students scored worse than a cross section of students on CROQ Form E-1 Authority and Indulgence scales indicating possible program impact in this area. It was questionable whether these scores were a general program effect, a parenting class effect,

or a sampling effect.

2. Students improved on Authority and Indulgence over the period covered by the parenting class, but a general sample of exiters scored the same as enterers. Thus the effect was, by the related samples method, centered in the core curriculum time period with indication that gains were temporary and faded over the remainder of the program.
3. Students scored as less receptive to learning, less authoritarian, and more indulgent than a sample of Mountain-Plains staff but did not score differently on perceived need for assistance or endorsement of nurturant behavior than staff.

Open questions from early analysis are:

1. Does a significant parenting attitude change persist at exit?
2. Does Parent Involvement affect the change in parenting attitudes or is it a related core curriculum area such as counseling or health that is responsible?
3. Is there an effect for any principal subgroup (Male, Married Female, Single Female, Whites, Indians, or Chicano's)?

Given the limitation of the applied situation under study a conclusive answer is given for question two. Final analysis is centered on answering questions one and three.

METHODOLOGY

Subjects. Subjects are Mountain-Plains students entering the program in late 1974 and early 1975 for whom both a pretest and post test were available. Subjects are adult members of disadvantaged families. Average age is 25 years. "Intelligence" as measured by the General Aptitude Test Battery is not different from the instrument norm. For a more detailed description of Mountain-Plains students see (Conrad, 1974; Conrad & McMahon, 1974; Conrad & Bunch, 1976, and Myers and Honrud, 1974).

Instrument. The Child Raising Opinion Questionnaire, Form E-1 (CROQ) is used. Form E-1 has four scales: 1) Learning Resistance/Receptivity, 2) Discipline, 3) Indulgence Dependency, and 4) Nurturance. Coefficient alpha reliabilities are, respectively, .67, .82, .83, and .79. Validity studies were performed for E-2[1] scales; however, the high interform scale correlations on those subjects completing both item sets (.60, .93, .91, and .84) indicates validity evidence for E-2 scales can be applied to Form E-1 as well. There is discriminant validity evidence for the first three scales in Report No. 7. Factoral validity accrued as a factor analysis reported in Report No. 8 was consistent with the conceptually derived scales. Finally, in a criterion validity study (Report No. 9) the E-2 long form scales were seen to correlate significantly with teacher ratings of child behavior as predicted with the exception of some favorable relationship between indulgence and child behaviors.

Design. A pretest-post test one group design using the F-test and the 0.10 confidence level for interpretation was used to measure change over program participation. The analysis of covariance was performed to test for among-groups differences for ethnic and sex and marital status subgroups.

Procedures. The CROQ is administered to all entering students during the orientation period before initiation of treatment, and again prior to program departure. Tests are administered under standard testing in the Mountain-Plains test center.

Test scores are coded for each item and keypunched on standard 80 column IBM cards. Cards were mailed to the Statistics Laboratory at Montana State

---

[1] Insufficient subjects were available to conduct an ethnic subgroup analysis using subjects who completed E-2 scales.

University and computations performed using the Sigma Seven computer. The Biomedical program analysis of variance and covariance (Dixon, ed. 1975) was used for the current analysis.

Avoidance of post testing is a complicating factor as no post tests are available for program deserters or those who were able to avoid testing by working the "holes" in the system. (Entry tests for all students do not differ greatly from those who have post tests; indicating representativeness for the sample.) It is this problem that makes findings from independent samples analyses such as those used in the preliminary reports impossible to interpret with certainty. Only students with both pre and post tests are used in this final analysis.

RESULTS

Males became more receptive to learning about children[2] (and/or less likely to feel a need for help in dealing with children). (Table 1.) Males and Chicano's became less authoritarian. (Table 2.) Chicano's became less indulgent. (Table 3.) Males, Married Females, and Whites generally showed less endorsement of nurturant behavior (Table 4) at departure than at entry.

The only difference in score change among sex/marital status groups is on Nurturance. Males become relatively less likely to endorse nurturant behavior. (Table 8.) Chicano's changed more away from both authoritarian discipline and indulgent practices than did whites or Indians (Tables 10 and 11.)

---

[2] A disadvantage of using CROQ Form E-1 scales is the dual nature of the scale. The appended correlations for E-1 and E-2 scales shows about twice as much mutual variance for Form E-1, Scale 1 and Resistance/Receptivity as for E-1 Scale 1 and Adequacy.

DISCUSSION

There are program effects on parenting attitudes that obtain at the time of exit. These are centered in the male and Chicano subgroups.

The male subgroup findings cannot be clearly interpreted. The decreased resistance to learning (if that is the effect) is quite favorable in that male resistance to affective components was a constant and critical Mountain-Plains problem. The nurturance scale was revised for Form E-2 because the score distribution was skewed so to the "agree" end of the scale. To the extent that the less favorable nurturance scores result from a general personality development that decreases tendency to extreme responses the result is favorable. However, should this be the case it is likely we are not measuring a parenting component effect, but a general program effect influenced by guidance or counseling.

The most clearcut result is the tendency of Chicano students to become concomitantly less authoritarian and less indulgent. While the value of the program generally is in doubt, the positive effect with Chicano's is clear, and that it is stronger than for other ethnic groups is confirmed in the analysis of covariance results.

The six Indian subjects for whom pre- and post tests are available are too small a sample to generalize confidently. (Fewer subjects accrue to the ethnic subgroup analysis due to failure to designate this variable by some subjects - apparently many of these subjects were Indian.)

At the time of analysis, eighty students had been pre- and post tested on Form E-2 of the CROQ. On the 91 items of Form E-2 there were statistically significant differences on thirty-nine items. Of these differences, change was in a favorable direction on 14 items and in an unfavorable direction on

22 items (three items are ambiguous). Items showing favorable and unfavorable changes are listed in Appendix B. Clearly the changes on specific questions do not argue favorably for the effect of the parenting program on students generally.

RECOMMENDATIONS

1. Parent training would be more likely to achieve results if attached to a clearly affective component (Counseling) or one clearly focused on children (Early Childhood Education). In discussions with counselors and formal interviews with Early Childhood Instructors it was clear that the Parenting Program was operating in an "affective vacuum" most of the time. Rather its geographical and administrative home was with a cognitive life skills component.

2. The parenting class would most appropriately be taught by laboratory rather than curriculum mastery methods. This implies staffing with those skilled specifically in child development and/or counseling skills rather than those whose expertise is in traditional cognitive instruction. This view is reinforced by the fact that at entry students already score as high as Mountain-Plains staff on endorsement of "correctness" of "objectively correct" statements concerning nurturant behavior. Learning "facts" about child development is not seen as the problem. ("Dr. Spock" seems to have permeated American society in all social groups.) Skill in use of knowledge and child acceptance (a prerequisite of which is self acceptance) emerge as the critical areas.

3. Since there is currently no evidence that white or Indian subjects would be harmed by missing treatment, a sample should be allowed to forego the class in order to get some resolution of whether positive effects seen result from parenting class or from other components.

REFERENCES CITED

Conrad, R.W. "A Personality Development Interpretation of Employability and Disadvantaged Status with Remedial Implications," Counseling Services Report No. 21. Glasgow, MT: Mountain-Plains Press, December, 1974. (ERIC ED 110 833)

Conrad, R.W., and Bunch, M.B. "Factor Analysis of Student Inventory, Form 1-B and 2-B," Counseling Services Report No. 26. Glasgow, MT: Mountain-Plains Press, March, 1976.

Conrad, R.W., and McMahon, S.L. "Self-Actualization in a Rural Disadvantaged Population: Level of Development and Program Utility," Counseling Services Report No. 12. Glasgow, MT: Mountain-Plains Press, March, 1974. (ERIC ED 105 075)

Dixon, W.J. (ed.) Biomedical Computer Programs. Los Angeles, CA: University of California Press, 1975.

Myers, D. D., and Honrud, D. Pre-Center Characteristics of Student Families. Glasgow, MT: Mountain-Plains Press, September-October, 1974. (ERIC ED 103 580)

APPENDIX A

Table 1

Learning Resistance/Receptivity by Subgroup

		Pretest		Post test			p
	n	$\bar{X}$	SD	$\bar{X}$	SD	F	Estimate
Male	67	32.2	6.36	37.5	6.28	17.0	.01
Married Female	62	37.4	5.84	37.8	5.23	.16	.25
Single Female	27	39.9	5.20	37.9	5.36	1.92	.19
White	128	38.6	6.13	37.6	5.73	1.82	.20
Indian	6	38.8	3.49	36.3	7.76	.52	.25
Chicano	11	35.5	5.56	39.3	4.24	3.24	.11

Table 2

Discipline by Subgroup

		Pretest		Post Test			p
	n	$\bar{X}$	SD	$\bar{X}$	SD	F	Estimate
Male	67	36.9	6.01	39.4	8.56	3.81	.06
Married Female	62	37.4	7.26	38.7	8.70	.82	.25
Single Female	27	38.1	5.59	40.6	6.86	2.16	.17
White	128	37.9	6.26	39.2	8.00	2.10	.17
Indian	6	30.2	4.07	30.8	9.00	.02	.25
Chicano	11	31.2	4.75	39.7	7.80	9.55	.02

Table 3

Indulgence by Subgroup

	n	Pretest $\overline{X}$	Pretest SD	Post test $\overline{X}$	Post test SD	F	p Estimate
Male	67	39.0	6.74	39.4	8.70	.09	.25
Married Female	62	41.3	7.62	40.3	8.10	.50	[illegible]
Single Female	27	43.8	8.70	44.0	8.06	.01	.25
White	128	41.6	7.10	40.4	8.33	1.54	.23
Indian	6	33.2	5.27	31.8	8.23	.12	.25
Chicano	11	31.5	6.70	42.6	7.39	13.60	.01

Table 4

Nurturance by Subgroup

	n	Pretest $\overline{X}$	Pretest SD	Post Test $\overline{X}$	Post Test SD	F	p Estimate
Male	67	21.4	4.66	25.8	8.86	8.74	.01
Married Female	62	19.1	4.46	21.3	4.62	7.27	.01
Single Female	27	20.8	4.22	22.5	4.05	2.26	.16
White	128	20.5	4.59	23.8	7.12	19.40	.01
Indian	6	18.0	5.55	22.2	8.30	1.06	.25
Chicano	11	20.1	4.57	23.4	6.70	2.04	.20

Table 5

Analysis of Covariance for Learning Resistance/Receptivity
by Sex and Marital Status

Source	SS	DF	MS	F	p
Mean	2,903.57	1	2,903.57	93.79	<.001
Sex & Marital Status	9.34	2	4.67	.15	.860
Covariate: Pretest	317.21	1	317.21	10.25	.002
Error	4,705.62	152	30.96	-----	----

Table 6

Analysis of Covariance for Discipline
by Sex and Marital Status

Source	SS	DF	MS	F	p
Mean	714.09	1	714.09	14.69	<.001
Sex & Marital Status	56.36	2	28.18	.58	.561
Covariate: Pretest	3,291.85	1	3,291.85	67.71	<.001
Error	7,389.72	152	48.62	-----	----

Table 7

Analysis of Covariance for Indulgence by Sex and Marital Status

Source	SS	DF	MS	F	p
Mean	1,575.18	1	1,575.18	29.81	<.001
Sex & Marital Status	94.30	2	47.15	.89	.412
Covariate: Pretest	2,656.90	1	2,656.90	50.28	<.001
Error	8,032.20	152	52.84	-----	----

Table 8

Analysis of Covariance for Nurturance by Sex and Marital Status

Source	SS	DF	MS	F	p
Mean	2,561.74	1	2,561.74	57.33	<.001
Sex & Marital Status	530.60	2	265.30	5.94	.003
Covariate: Pretest	124.66	1	124.66	2.79	.097
Error	6,792.45	152	44.69	-----	----

Table 9

Analysis of Covariance for Resistance/Receptivity to Learning by Ethnic Group

Source	SS	DF	MS	F	p
Mean	2,639.35	1	2,639.35	86.57	<.001
Ethnic Group	72.64	2	36.32	1.19	.307
Covariate: Pretest	318.14	1	318.14	10.44	.002
Error	4,298.71	141	30.49	-----	----

Table 10

Analysis of Covariance for Discipline by Ethnic Group

Source	SS	DF	MS	F	p
Mean	751.68	1	751.68	16.23	<.001
Ethnic Group	337.26	2	168.63	3.64	.029
Covariate: Pretest	2,613.24	1	2,613.24	56.41	<.001
Error	6,532.30	141	46.33	-----	----

Table 11

Analysis of Covariance for Indulgence by Ethnic Group

Source	SS	DF	MS	F	p
Mean	1,200.05	1	1,200.05	24.53	<.001
Ethnic Group	787.93	2	393.96	8.05	<.001
Covariate: Pretest	2,809.16	1	2,809.16	57.43	<.001
Error	6,896.93	141	48.91	-----	----

Table 12

Analysis of Covariance for Nurturance by Ethnic Group

Source	SS	DF	MS	F	p
Mean	1,886.89	1	1,886.89	38.30	<.001
Ethnic Group	4.91	2	2.46	.05	.951
Covariate: Pretest	287.99	1	287.99	5.85	.017
Error	6,946.52	141	49.27	-----	----

Table 13

Correlations of CROQ E-1 and E-2 Scales

	1 Learning Receptivity	2 Discipline	3 Indulgence Tendency	4 Nurturance Responsibility
5. Learning Resistance	.60	.57	.48	.01
6. Authority	.21	.93	.59	.08
7. Indulgence	.09	.63	.91	.05
8. Nurturance	-.16	.04	-.02	.84
9. Adequacy	-.45	.26	.13	.32

APPENDIX B

FAVORABLE CHANGE

Any time a child destroys any property, he/she should be strongly punished.

Modern children talk back to their parents too much.

Children's friends are often more important to them than are their parents.

Children owe their parents respect and obedience no matter what.

The worst thing that can happen in life is to have a child that doesn't show love to his/her parents.

The most important thing to teach a child is discipline.

Children should learn to be grateful for all the things their parents do for them.

Children should do what they are told without arguing.

Most parents are too permissive and easy with their children.

Obedience is the most important thing to teach a child.

Nothing is more important than attending to the needs of one's children.

Children should not question a decision by a parent.

Children should learn to appreciate their parents.

A child should always love his/her parents.

UNFAVORABLE CHANGE

Children need to feel that the things they do are important to their parents.

Children should not be assigned to tasks and chores until they are teenagers.

Children are people too, and thus have rights of their own.

Children like to accept responsibilities in helping adults.

Children need to feel that they can accomplish things - even without their parent's help.

Parents should give their children as many gifts and toys as they can afford.

Reading to young children regularly is important.

You can learn a lot about children by watching them.

Most of todays troubles are because people back in the 1940's did not discipline their kids.

Parents should choose occupations for their children.

The best idea anyone ever had about kids is the old saying, "Spare the rod and spoil the child."

Parents should teach children to do things themselves rather than doing things for them.

Teachers don't really know any more about kids than I do.

Good parents overlook their children's shortcomings.

The only really effective discipline method is spanking.

I need to learn more about children.

You can learn a lot about children by talking to other parents.

People who go to jail are there because their parents weren't strict enough.

There won't be any problems in the future if people will quit being so easy on their kids.

You can't learn anything important about children in school classes.

Parents should always try to answer a child's questions.

Children should not be punished for an honest mistake.

A REGIONAL PROGRAM IN
COMPREHENSIVE FAMILY EDUCATION

AN AFFECTIVE EVALUATION REPORT

PARENT INVOLVEMENT REPORT NO. 9

CRITERION VALIDITY OF THE CHILD RAISING OPINION QUESTIONNAIRE

AUGUST 1976

BOX 3078 GLASGOW AFB, MONTANA 59231

MOUNTAIN-PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC

AN AFFECTIVE EVALUATION REPORT

PARENT INVOLVEMENT REPORT NO. 9

CRITERION VALIDITY OF THE CHILD RAISING OPINION QUESTIONNAIRE

Author:

Rowan W. Conrad

August 1976

This Study is a Product of the
Research Services Division

David A. Coyle, Director

The work presented in this publication was performed pursuant to Contract NE-C-00-3-0298. The opinions expressed herein do not necessarily reflect the position or policy of the National Institute of Education and no official endorsement by that agency should be inferred.

INTRODUCTION TO THE AFFECTIVE REPORT SERIES

Mountain-Plains Research is divided into three broad areas with overlap. These areas are: 1) External Evaluation, 2) Instructional/Curriculum Evaluation, and 3) Affective Evaluation. Each of these areas is further subdivided as the logic of the research tasks within each dictates. This document is one report in the series "Affective Evaluation Reports". The six major series of reports in this research area are:

1. Counseling Services Reports
2. Career Guidance Reports
3. Early Childhood Education Reports
4. Parent Involvement Reports
5. Community Development Reports
6. General (Affective) Reports

Individual reports in each series are currently available from, or in the process of being incorporated into, the ERIC system. By the conclusion of the NIE research cycle, Affective Evaluation Reports will number about 100.

Many reports with affective content and importance are not cataloged under any of the affective report series. Reports which are interactive efforts of various research areas are typically produced independently by title, or if extensive, constitute a report series in and of themselves. The Case Studies Reports (25 reports in 3 volumes) are an example of the latter case.

The reader of individual Mountain-Plains documents should keep in mind that a report takes on full significance only in relation to its report series and the overall research program, and that the reader typically finds frequent reference to earlier reports. While each report is designed to have independent value, such "series dependence" is an inescapable aspect of any systematic program of research, and requires some indulgence on the part of the reader.

TABLE OF CONTENTS

Page

LIST OF TABLES iii

INTRODUCTION 1

METHODOLOGY 1
  Subjects 1
  Instrument 2
  Design 2
  Procedures 2

RESULTS AND CONCLUSIONS 3
  Receptivity to Learning Scale 3
  Authority Scale 3
  Indulgence Scale 5
  Nurturance Scale 5
  Adequacy Scale 5

DISCUSSION 6

REFERENCES CITED 8

LIST OF TABLES

Table Page

1 CHILD BEHAVIOR CORRELATES FOR CROQ SCALES 4

CRITERION VALIDITY OF THE CHILD RAISING OPINION QUESTIONNAIRE

INTRODUCTION

The Child Raising Opinion Questionnaire (CROQ), as developed by Conrad and Pollack (1974) and revised by Conrad (1975), is a measure of parental attitudes in the areas of Resistance to Learning (about children), Authority, Indulgence, Nurturance, and Adequacy. All scales except Adequacy have reliabilities in the high seventies or eighties (Conrad, 1976a). All except Nurturance and Adequacy can discriminate between "middle class" and "disadvantaged" samples (Conrad, 1976b). A Factor Analysis of the item pool from which scales were developed supported the validity of the conceptually developed scales (Conrad, 1976c). The present study examines correlation patterns with teacher ratings of child behavior to further assist in understanding/validating the nature of the scales.

METHODOLOGY

Subjects. Subjects include 73 children of disadvantaged families enrolled in Mountain-Plains Early Childhood Education (ECE) in the Winter of 1975, and the parent who habitually transported the child to and from the Mountain-Plains preschool. One-fifth of the families are single (female) parent families. The average age of the children is 3 years; the average age of parents is 25 years. For a comprehensive psychological and socio-demographic description of the adult Mountain-Plains population, see Myers and Honrud (1974), Conrad (1974), Conrad and McMahon (1974), and Conrad and Bunch (1976). For data on children, see Conrad (1975).

Instrument. The instrument is the CROQ, Form E-2. CROQ Form E-2 was designed to yield five parental attitude scales: 1) Resistance to Learning, 2) Authority, 3) Indulgence, 4) Nurturance, and 5) Adequacy. Conrad (1976a) reports coefficient alpha reliabilities for the four scales, respectively, as 0.78, 0.82, 0.80, and 0.78. Construct, Face, and Factoral validity evidence for the scales is favorable with discriminant validity evidence mixed as referenced in the introduction.

Design. The design is a simple Pearson correlation computed between each child rating and each CROQ scale. Due to the error variance among raters of the child behaviors, the 90% confidence level is considered sufficient for discussion of a relationship as practically significant.

Procedures. The CROQ is administered under standard testing conditions to all students entering Mountain-Plains during the orientation period. Item responses are coded and punched on standard 80-column IBM cards. Scales are scored by computer addition of item responses. The twenty behavioral items were compiled from a list of behaviors compiled by ECE staff as "significant," and used as a kind of "adjective checklist."

During a one week period in the Winter of 1975-76, ECE instructors rated the children in their care. The "parent" item was rated for that parent who most often transported the child to and from ECE. That is also the parent whose attitude scores were correlated with the behavioral items. In the majority of cases, this was the mother.

RESULTS AND CONCLUSIONS

Receptivity to Learning Scale

The correlation pattern indicates that a receptive attitude among parents is a correlate of child behavior which can be categorized as "taking initiative" and without "displays of temper (tantrums)." Children of parents who are receptive to learning also: 1) are curious, 2) show no preference for parallel play, 3) respond positively to the parent, 4) are not apt to cry, whine, or argue easily or excessively, 5) are self-confident, and 6) are not rated as having a short attention span.

No particular child behavior correlates had been hypothesized for parental receptivity. However, Mountain-Plains counselors and instructors had reported those parents who least needed to learn parenting skills are those most willing to do so. The correlation pattern indicating generally favorable behavior from children whose parents are willing to learn is consistent with this observation. (See Table 1.)

Authority Scale

The description of the Authority scale "predicts" that children of low scorers will be fearful, withdrawn and/or aggressive, and will not be curious of take initiative. Significant correlations (See Table 1) show that children of authoritarian parents are fearful and withdrawn, and do not take initiative. Interpretation of scale scores as described by Conrad (1976a) is thus validated.

Table 1

Child Behavior Correlates for CROQ Scales

	CROQ Scales				
	1. Receptivity	2. Authority	3. Indulgence	4. Nurturance	5. Adequacy
Criterion Hit Questions (N=73)	Hit	Hit	Hit	Hit	Hit
6. Curious (r)	17*	13	25**	13	11
7. Takes Initiative (r)	24**	28**	27**	26**	21**
8. Tempermental	13	-03	-08	-07	00
9. Demanding	04	-04	-09	-17*	-14
10. Dependent	13	12	15*	06	07
11. Fearful	13	22**	13	14	19*
12. Prefers Parallel Play	18*	11	06	04	10
13. Adequately Clothed (r)	00	-05	04	-14	-08
14. Positive Response to Parent (Named) (r)	19*	03	05	03	-01
15. Cries Easily/Excessively	19*	05	-05	00	06
16. Argues Excessively	17*	-07	-10	-08	-05
17. Whines Excessively	18*	02	03	-03	02
18. Has Self-Confidence (r)	19*	10	20**	06	07
19. Displays Temper (Tantrums)	27**	03	06	-02	05
20. Possessive	08	-09	-07	-17*	-05
21. Fights	13	-06	-08	-07	-04
22. Overly Curious About Sex	01	-06	-12	-01	-02
23. Short Attention Span	15*	13	07	00	20**
24. Overly Aggressive	14	00	-08	-08	01
25. Withdrawn	12	27**	06	11	24**

Note: r denotes that scoring was reversed with "4" assigned to the "Yes-Much" response.

* Statistically significant correlation, $p \leq 0.10$.
** Statistically significant correlation, $p \leq 0.05$.

Indulgence Scale

The scale description given predicts that children of parents scoring as indulgent will be tempermental, demanding, and dependent. Only "dependent" is seen in Table 1 to correlate significantly with the scale score. However, three favorable descriptions are seen for children of indulgent parents: curiosity, initiative taking, and self-confidence. Support accrues to one of the three descriptions for the scale. However, positive aspects of indulging small children are also observed.

Nurturance Scale

Children of parents who score as nurturant were expected to "show generally favorable development." The correlation pattern in Table 1 supports this contention in that these children are seen to be neither demanding nor possessive. However, a reluctance to take initiative is also seen.

Adequacy Scale

No specific child behavior predictions were made concerning the extent to which parents felt themselves adequate to deal with child rearing. Self-perceived adequacy is seen to be a correlate of child behaviors which indicate initiative and confidence (not fearful and not withdrawn), and a good attention span. Apparently lack of parental confidence begets "behavior" problems; although one must be aware of the reciprocal nature of the correlation. In any case, those scoring as perceiving a need for help, appear, from child behavior ratings, to be persons who could use such assistance.

DISCUSSION

Behavio~~ral~~ correlates predicted for children of adults scoring in particular directions on CROQ scales were observed as expected. The validity basis of the scales is thus enhanced. The only surprise in the data was the correlation of indulgent attitudes with some positive child behavior characteristics. Apparently indulging young children does have positive aspects. Other data (Conrad, 1975) showed strongest self-development of young children "among ethnic groups" to accrue to a group known to indulge small children; indicating the effect probably is real rather than spurious.

Although no child behavior predictions were made for the Receptivity to Learning scale, it seems to be the strongest general measure of positive development, correlating favorably with ten favorable child characteristics. The evidence indicates that the Receptivity scale may fulfill the role intended for the Nurturance scale.

In previous studies (Conrad, 1976a; Conrad, 1976b) questions had arisen as to the validity/utility of the Nurturance and Adequacy scales. The current results show criterion relevance for the Nurturance scale, but indicates that its interpretation in terms of child behavior is mixed, and should be somewhat narrower than the description given by Conrad (1976a). Evidence indicates that the Adequacy scale does have behavioral correlates, and may, in fact, be quite useful.

At the current stage of development the CROQ should be used most cautiously (if at all) in "clinical" settings. Results given to individuals should be clearly labeled as "food for thought and discussion" and not invested with independent authority. Available reliability and validity evidence does seem sufficient at this time to recommend further research use of CROQ scales.

REFERENCES CITED

Conrad, R.W. "A Personality Development Interpretation of Employability and Disadvantaged Status With Remedial Implications," Counseling Services Report No. 21. Glasgow, MT: Mountain-Plains Press, December, 1974. (ERIC ED 110 833)

Conrad, R.W. "Preliminary Assessment of Cognitive Development of Children in Early Childhood Education," Early Childhood Education Report No. 3. Glasgow, MT: Mountain-Plains Press, September, 1975.

Conrad, R.W. "Revision of the Child Raising Opinion Questionnaire," Parent Involvement Report No. 3. Glasgow, MT: Mountain-Plains Press, July, 1975. (ERIC ED 100 832)

Conrad, R.W. "Properties of Revised CROQ Scales," Parent Involvement Report No. 6. Glasgow, MT: Mountain-Plains Press, February, 1976a.

Conrad, R.W. "Comparisons of Mountain-Plains Staff and Students on the CROQ," Parent Involvement Report No. 7. Glasgow, MT: Mountain-Plains Press, July, 1976b.

Conrad, R.W. "Factoral Validity of the Child Raising Opinion Questionnaire," Parent Involvement Report No. 8. Glasgow, MT: Mountain-Plains Press, August, 1976c.

Conrad, R.W., and Bunch, M.B. "Factor Analysis of Student Inventory, Form 1-B and 2-B," Counseling Services Report No. 26. Glasgow, MT: Mountain-Plains Press, March, 1976.

Conrad, R.W., and McMahon, S.L. "Self-Actualization in a Rural Disadvantaged Population: Level of Development and Program Utility," Counseling Services Report No. 12. Glasgow, MT: Mountain-Plains Press, March, 1974. (ERIC ED 105 075)

Conrad, R.W., and Pollack, R.M. "Development of an Instrument for the Assessment of Parenting Attitudes," Parent Involvement Report No. 1. Glasgow, MT: Mountain-Plains Press, August, 1974. (ERIC ED 110 812)

Myers, D.D., and Honrud, D. Pre-Center Characteristics of Student Families. Glasgow, MT: Mountain-Plains Press, September - October, 1974. (ERIC ED 103 580)

A REGIONAL PROGRAM IN
COMPREHENSIVE FAMILY EDUCATION

AN AFFECTIVE EVALUATION REPORT

PARENT INVOLVEMENT REPORT NO. 8

FACTORAL VALIDITY OF THE CHILD RAISING OPINION QUESTIONNAIRE

AUGUST 1976

BOX 3078 GLASGOW AFB, MONTANA 59231

MOUNTAIN-PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC

AN AFFECTIVE EVALUATION REPORT

PARENT INVOLVEMENT REPORT NO. 8

FACTORAL VALIDITY OF THE CHILD RAISING OPINION QUESTIONNAIRE

Author:

Rowan W. Conrad

August 1976

This Study is a Product of the
Research Services Division

David A. Coyle, Director

The work presented in this publication was performed pursuant to Contract NE-C-00-3-0298. The opinions expressed herein do not necessarily reflect the position or policy of the National Institute of Education and no official endorsement by that agency should be inferred.

INTRODUCTION TO THE AFFECTIVE REPORT SERIES

Mountain-Plains Research is divided into three broad areas with overlap. These areas are: 1) External Evaluation, 2) Instructional/Curriculum Evaluation, and 3) Affective Evaluation. Each of these areas is further subdivided as the logic of the research tasks within each dictates. This document is one report in the series "Affective Evaluation Reports". The six major series of reports in this research area are:

1. Counseling Services Reports
2. Career Guidance Reports
3. Early Childhood Education Reports
4. Parent Involvement Reports
5. Community Development Reports
6. General (Affective) Reports

Individual reports in each series are currently available from, or in the process of being incorporated into, the ERIC system. By the conclusion of the NIE research cycle, Affective Evaluation Reports will number about 100.

Many reports with affective content and importance are not cataloged under any of the affective report series. Reports which are interactive efforts of various research areas are typically produced independently by title, or if extensive, constitute a report series in and of themselves. The Case Studies Reports (25 reports in 3 volumes) are an example of the latter case.

The reader of individual Mountain-Plains documents should keep in mind that a report takes on full significance only in relation to its report series and the overall research program, and that the reader typically finds frequent reference to earlier reports. While each report is designed to have independent value, such "series dependence" is an inescapable aspect of any systematic program of research, and requires some indulgence on the part of the reader.

TABLE OF CONTENTS

Page

LIST OF TABLES. iii

INTRODUCTION 1

METHODOLOGY 1
  Subjects. 1
  Instrument 1
  Design 2
  Procedures. 2
  Factors and Scales. 3

DISCUSSION 5

REFERENCES CITED 6

LIST OF TABLES

Table Page

1 SORTED ROTATED FACTOR LOADINGS (PATTERN) FOR FACTORS WITH TWO OR MORE ITEMS LOADING 0.5 OR GREATER 4

FACTORAL VALIDITY OF THE CHILD RAISING OPINION QUESTIONNAIRE

INTRODUCTION

Conrad and Pollack (1974) developed the Child Raising Opinion Questionnaire to measure the extent of attitude "problems" in the area of Child Raising and the impact of the Mountain-Plains Program (Family Residential Career Education) in changing these. Scales have demonstrated adequate reliability (Pollack, 1975; Conrad, 1976a), but validity evidence to date has been limited to the face interpretation of the items, the conceptual background of development of the scales, and one discriminant validity study by Conrad (1976b). The present study subjects the entire 91 item pool to factor analysis and assesses the congruence between factors and scales to assist in increasing the understanding of the domains measured.

METHODOLOGY

Subjects. Subjects are 264 adult members of disadvantaged families entering the Mountain-Plains Program from late 1974 through 1975. Average age is 25 years. For comprehensive psychological and sociodemographic descriptions of the Mountain-Plains population, see Myers and Honrud (1974), Conrad (1974), Conrad and McMahon (1974), and Conrad and Bunch (1976).

Instrument. The instrument under examination is the Child Raising Opinion Questionnaire developed by Conrad and Pollack (1974) and revised by Conrad (1975). Scales were conceptually developed to assess aspects of acceptance of children as persons as reflected in Receptivity to Learning, Authority, Indulgence, Nurturance, and Adequacy, which have been documented as to reliability (.78, .82, .80, .78, and .73, respectively) (Conrad, 1976a) and the ability of the first three to discriminate between populations (Conrad, 1976b). No further validity data is currently available.

Design. The analysis is a traditional principal components factor analysis with iterations computed using the 4 October 1974 version of the Biomedical Program. As the number of factors with eigenvalues greater than one exceeded storage capacity, only 15 factors were rotated using the varimax solution. Factor reliability was evaluated using Horn's (1969) criteria for internal consistency, based on size of eigenvalues of unrotated factors and number of variables. Only factors defined by two or more items loading 0.5 or greater are reported. Horn's equation states that:

$$r_{jj}=(n/n-1)\ (1-1/\lambda_j)$$

Where n is the number of variables; λ_j is the eigenvalue of factor j; and r_{jj} is the reliability of factor j.

Procedures. All entering students are tested under standard conditions during the Mountain-Plains orientation program before the initiation of formal classes or counseling. Item responses are subsequently coded and keypunched on standard IBM 80-column cards and filed pending analysis.

RESULTS

Factors and Scales[1]

Scale 1, Receptivity to Learning. Scale items 48, 72, and 73 load on Factor 5, "Educational Negativism." Scale item 34 loads on Factor 8, "Antagonism Toward Experts." The characterization of the scale as measuring resistance versus receptivity to learning is thus strengthened.

Scale 2, Authority. Scale items 25, 28, 44, and 66 load on Factor 2, "Authoritarian Discipline." Other scale items do not load on the factors emerging from the current analysis. Authoritarian Discipline is the basic element of the scale as designed. Factoral congruence thus lends validity support to the scale.

Scale 3, Indulgence. Scale items 5, 13, 22, 23, and 80 all load on Factor 1, also labeled "Indulgence." Other scale items do not appear on factors as emerging from the current analysis. The indulgence nature of the scale thus gains support.

Scale 4, Nurturance. Scale items 11, 14, 15, and 23 load on Factor 4, "Developmental Sophistication." Scale items 26 and 67 load on Factor 7, "Stimulation." The "Nurturance" nature of the scale is thus also seen in factor mutuality.

---

[1] Conrad (1976) reported reliabilities of .78, .76, and .79, from different analyses of Scale 1. Current data gives a 0.77. For Scale 2, previous reliabilities of .82, .84, and .86 compare to a current .83. For Scale 3, previous data is .80, .80, and .82 versus a current of .83. For Scale 4, .78, .69, and .75 compares to .75. For Scale 5, .73, .66, and .70 cross validates with the current date at .67.

TABLE 1

SORTED ROTATED FACTOR LOADINGS (PATTERN)

For Factors With Two or More Items Loading 0.5 or Greater

	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5	Factor 6	Factor 7	Factor 8
23	.695	.000	.000	.000	.000	.000	.000	.000
5	.649	.000	.000	.000	.000	.000	.000	.000
80	.618	.000	.000	.000	.000	.000	.000	.000
13	.544	.000	.000	.000	.000	.000	.000	.000
22	.534	.000	.000	.000	.000	.000	.000	.000
83	.000	.733	.000	.000	.000	.000	.000	.000
28	.000	.714	.000	.000	.000	.000	.000	.000
44	.000	.633	.000	.000	.000	.000	.000	.000
25	.313	.589	.000	.000	.000	.000	.000	.000
66	.394	.588	.000	.000	.000	.000	.000	.000
75	.000	.000	.603	.000	.000	.000	.000	.000
61	.000	.000	.599	.000	.000	.000	.000	.000
36	.000	.000	.586	.000	.000	.000	.000	.000
15	.000	.000	.000	.629	.000	.000	.000	.000
14	.000	.000	.000	.574	.000	.000	.000	.000
11	.000	.000	.000	.530	.000	.000	.000	.000
43	.000	.000	.000	.527	.000	.000	.000	.000
48	.000	.000	.000	.000	.637	.000	.000	.000
78	.000	.000	.000	.000	.583	.000	.000	.000
72	.000	.000	.000	.000	.560	.000	.000	.000
73	.000	.000	.000	.000	.559	.000	.000	.000
54	.000	.000	.000	.000	.000	.687	.000	.000
21	.000	.000	.000	.000	.000	.618	.000	.000
91	.000	.000	.000	.000	.000	.605	.000	.000
68	.000	.000	.000	.000	.000	.602	.000	.000
58	.000	.000	.000	.000	.000	.594	.000	.000
30	.000	.000	.000	.000	.000	.000	.640	.000
26	.000	.000	.000	.000	.000	.000	.563	.000
67	.000	.000	.000	.000	.000	.000	.529	.000
12	.000	.000	.000	.000	.000	.000	.000	.620
34	.000	.000	.000	.000	.316	.000	.000	.555
Eigenvalue	10.6	6.25	3.43	3.34	2.51	2.25	1.89	1.76
Reliability	.91	.85	.72	.71	.61	.56	.48	.44
Cummulative Percent of Variance Explained	11.7	18.5	22.3	26.0	28.7	31.2	33.3	35.2

NOTE: Zero denotes a loading of less than .25. Only items used in defining factors are reported.

Scale 5, Adequacy. Scale items 21, 54, 58, 68, and 91 load on Factor 6, "Need for Help/Knowledge." Perceived Adequacy thus seems an appropriate label for the scale.

Factor 3, "Extended Parental Authority" does not show item congruence with any scale, and may thus represent a dimension of acceptance/rejection of children independent of those measured by the scales as designed.

DISCUSSION

Factors generally support the nature of the scales as developed conceptually. "Factoral Validity" is a somewhat redundant exercise where scales are mechanically developed by extracting common variance from a large item pool. Factoral evidence does make a strong contribution to validation of conceptually developed scales as per the current case. As only Factor 1 has a reliability higher than the comparable scale, scoring factors (as opposed to scales) does not seem desirable.

Should concurrent and criterion validity evidence prove favorable, the CROQ should prove useful in other settings beyond Mountain-Plains. Particular attention in further studies should accrue to the Nurturance and Adequacy scales as the discriminant evidence previously reported was negative. For those inclined to further pursuit of factoral evidence, limiting the analysis to those items on the "final" CROQ scales and rotation of eight (or fewer) factors could be valuable. However, for current purposes, repeating the analysis would have academic, but little practical, value.

REFERENCES CITED

Conrad, R.W. "A Personality Development Interpretation of Employability and Disadvantaged Status With Remedial Implications," Counseling Services Report No. 21. Glasgow, MT: Mountain-Plains Press, December, 1974. (ERIC ED 110 833)

Conrad, R.W. "Revision of the Child Raising Opinion Questionnaire," Parent Involvement Report No. 3. Glasgow, MT: Mountain-Plains Press, July, 1975. (ERIC ED 100 832)

Conrad, R.W. "Properties of Revised CROQ Scales," Parent Involvement Report No. 6. Glasgow, MT: Mountain-Plains Press, February, 1976a.

Conrad, R.W. "Comparisons of Mountain-Plains Staff and Student on the CROQ," Parent Involvement Report No. 7. Glasgow, MT: Mountain-Plains Press, July, 1976b.

Conrad, R.W., and Bunch, M.B. "Factor Analysis of Student Inventory, Form 1-B and 2-B," Counseling Services Report No. 26. Glasgow, MT: Mountain-Plains Press, March, 1976.

Conrad, R.W., and McMahon, S.L. "Self-Actualization in a Rural Disadvantaged Population: Level of Development and Program Utility," Counseling Services Report No. 12. Glasgow, MT: Mountain-Plains Press, March, 1974. (ERIC ED 105 075)

Conrad, R.W., and Pollack, R.M. "Development of an Instrument for the Assessment of Parenting Attitudes," Parent Involvement Report No. 1. Glasgow, MT: Mountain-Plains Press, August, 1974. (ERIC ED 110 812)

Dixon, W.H. (ed). Biomedical Computer Programs. Los Angeles, CA: University of California Press, 1974.

Horn, J.L. "On the Internal Consistency Reliability of Factors." Multivariate Behavioral Research, 1969, 4, pp. 115-125.

Myers, D.D., and Honrud, D. Pre-Center Characteristics of Student Families. Glasgow, MT: Mountain-Plains Press, September - October, 1974. (ERIC ED 103 580)

Pollack, R.M. "A Reliability Assessment of the 'Child Raising Opinion Questionnaire' - Form E-1," Electronic Data Processing Report No. 14. Glasgow, MT: Mountain-Plains Press, June, 1975.